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YOUTH UNEMPLOYMENT AND ECONOMIC MIGRATION IN
TAMALE NORTH SUB-METROPOLITAN AREA (GHANA)

A Thesis

By

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DECLARATION

I the undersigned, declare that this thesis is my original work and has not been presented to any University for academic accreditation:

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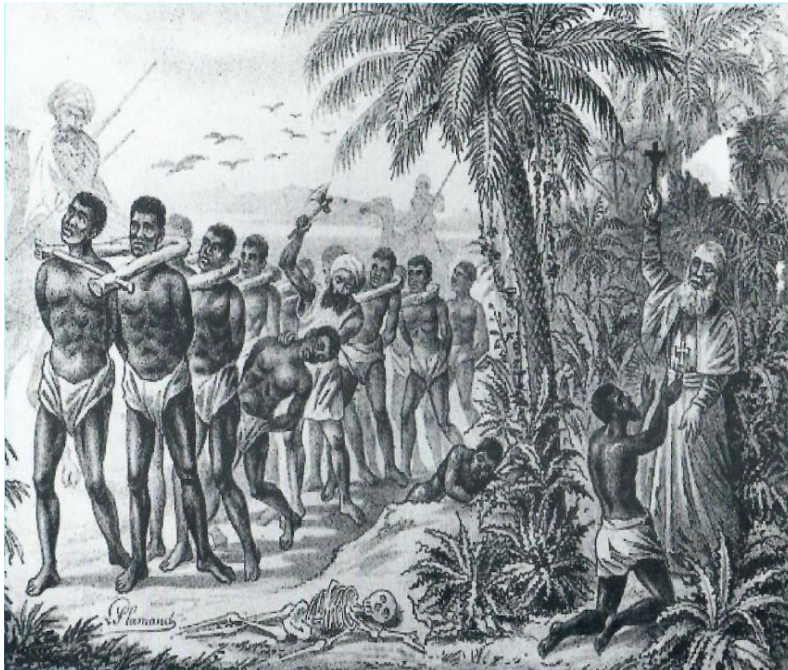
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Signed:

Date:

DEDICATION

I dedicate this work to the man who loved everything of African, Cardinal Charles Martial Allemand Lavigerie, the founder of the Missionary Sisters of Our Lady of Africa



and the Missionaries of Africa. Lavigerie believed that all humans are one family despite their religion, value system, culture, race, nationality, or ethnic background. For this reason, he built linkages between the continents for people to

Source: Ceillier, C. J & Richard, F. (2012)

connect in solidarity, peace and love.

His love for humanity manifested in his campaign to end the slave trade in Africa. During the Rome Conference against slavery, he declared, "I am human, and injustice done to other humans turns my heart, and I feel indignant in the face of oppression." He was horrified by the cruelties perpetrated against so many of his brothers and sisters. Lavigerie, aware of his right to family, freedom, and honor, demanded the same for the enslaved. If he lived today, he would have a similar declaration on unjust world economic structures and systems resulting in youth unemployment and migration that had even resulted in the death of some before they reached their destination in search of better livelihoods.

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ABBREVIATIONS

ADB	African Development Bank
AgNRM	Agriculture and Natural Resource Management
ASM	Artisanal and Small-Scale Mining
CIPE	Centre for International Private Enterprise
DWA	Decent Work Agenda
ECOWAS	Economic Community of West African States
EPA	Environmental Protection Agency
FAO	Food and Agriculture Organisation
GC	Gold Coast
GDP	Gross Domestic Product
GIS	Ghana Immigration Service
GSS	Ghana Statistical Service
HDI	Human Development Index
HIPSIR	Hekima Institute of Peace Studies and International Relations
ILO	International Labour Organisation
JHS	Junior High School
JSS	Junior Secondary School
NABCO	Nation Builders Corp
NAGC	National Association for Gifted Children
NGOs	Non-Governmental Organisations
NT	Northern Territories
NTFP	Non-timber Forest Products
SADA	Savannah Acceleration Development Authority
SDGs	Sustainable Development Goals
SHS	Senior High School

SSS	Senior Secondary School
TIRF	Trauma-Informed Resilience Framework
UNDESA	United Nations Department of Economic and Social Affairs
UNDP	United Nations Development Programme
UNDPG	United Nations Development Programme Ghana
UNCTAD	United Nations Conference on Trade and Development
USAID	United States Agency for International Development
WB	World Bank
WTO	World Trade Organization
R	Respondent

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ABSTRACT

Youth economic migration in a resource-rich context is an ongoing phenomenon, which deprived most youth of a sustainable economic quality of life, rips off their dignity, subjecting them to inhuman treatment. This study interrogated the nexus between unemployment and natural resources and its contribution to youth economic migration in Ghana. The research design was descriptive, and the researcher used purposive and snowball sampling techniques to select respondents. Quantitative and qualitative research methods were employed. The theoretical framework showed the youth's incapacities to thrive economically and the need to enhance their capacity to be proactive change agents in their society. A holistic-integrative-transformatvie and trauma-informed education system are necessary to holistically improve the abilities of the youth to better their livelihoods. The findings of this study will contribute to academia and influence inclusive policies of all stakeholders in the education and employment space to empower the youth and invest in the future of their people as change-makers.

CHAPTER ONE: PRELIMINARIES

Introduction

The researcher wanted to investigate youth unemployment and economic migration in resource-rich Tamale, Ghana. There has been a rise in unemployment in the world in recent years. Work is a fundamental aspect of human existence. Humans derive dignity and means of livelihood, and the "bread of science, progress, civilization, and culture" (John Paul II, 1981, p. 2). Work reinforces rights, "need defense and promotion as a task to be undertaken in the service for the common good" (Benedict XIV, 2009, p. 28).

Globally there are close to 75 million unemployed youth and more than 6 million discouraged from looking for work. More than 200 million of the working youth earn below US\$2 a day, and most of them work in the informal economies (International Labour Organisation, 2012, p. 3). About 7.5 million youth aged between 15-25 years in Europe do not have education or training to secure employment (International Labour Organisation, 2012, p. 19). America's youth unemployment is approximately 10.6 million (Hanna, 2014, p. 10), while Eastern Asia's youth unemployment is about 10.2 million in 2018 (International Labour Organisation, 2017, p. 18).

The Declaration of Social Justice for a Fair Globalization was born from the need to promote and implement decent work as a pillar for economic development and curb youth unemployment rates globally. It aims at helping nations promote employment through creating sustainable institutional, economic environments and policies to encourage skill-set development and training among the youth to enhance their productivity (International Labour Organisation, 2008)

Africa is also facing unemployment challenges (International Labour Organisation, 2016). International Labour Organisation (2017) confirmed that Africa's unemployed youth was about 12.4 percent in 2018, and 65.8 million were working poor. African Development Bank (2018) noted that in 2015, 31% of African youth aged between 15-35 years were unemployed, 35% in vulnerable jobs, 15% in wage employment, and 19% inactive (p. 1).

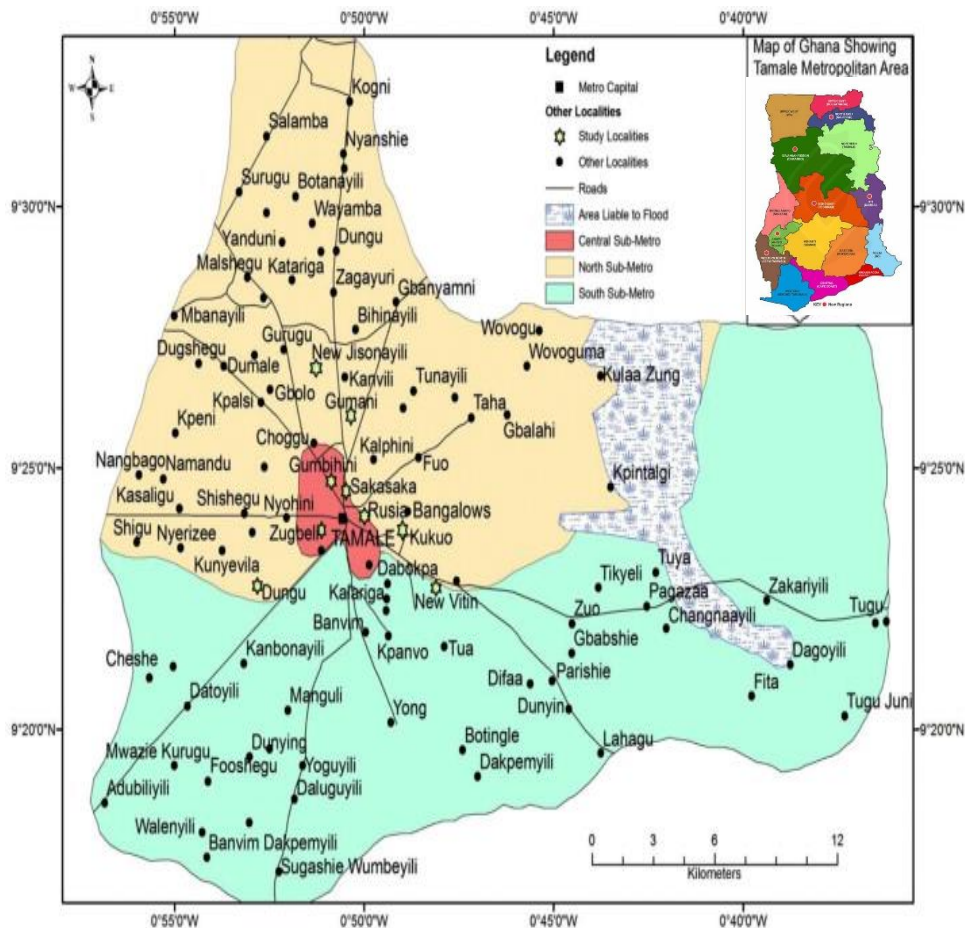
According to the Ghana Statistical Service (2016), 1,250,913 Ghanaian youth aged between 15-34 years are unemployed, 733,522 in urban areas, and 517,391 in rural areas. The GSS (2016) approximates Northern Region youth underemployment at 209,236 and 92,402 unemployed and the underemployed majority being youth aged between 15-34 years (p. 51 & 56).

This research correlated youth unemployment and economic migration in a resource-rich area of Tamale. Tamale is potentially rich in natural resources such as gold and economic trees, yet its youth migrate from there in search of livelihoods. Thus, the researcher wanted to investigate why the youth migrate despite Tamale richness in natural resources.

This research has five chapters; the first presents the general structure of the study. The second provides a literature review to comprehensively understand scholars' views of youth unemployment and the resulting outcome. The third encompasses the research methodology used to conduct the research. It includes the research design, methods, instruments, population and sampling, secondary data, reliability and validity of the tools, data collection, and data analysis. The fourth is data analysis resulting from data collected

from the field. The fifth chapter is the summary, conclusion, and recommendation of the research.

1. 1. Background of the Study



Unemployment has led to inhumane living conditions and social vices such as drug abuse, human trafficking, torture, mental conditions and rape due to hopelessness

(Ayele, Khan and Sumberg, 2017). The lack of job opportunities is not because of lack of resources as Shorrocks, Davies and Lluberas (2021) estimated the world's wealth at 360.6 trillion US\$ in mid-2019 and at 418.3 trillion at the end of 2020 (p. 5). Capgemini and Lynch Wealth Management (2011) also noted an increase in financial wealth of wealthy individuals to US\$42.7 trillion in 2010. This huge wealth failed to provide corresponding job for the youth estimated at 1.5 billion to curb youth marginalization and exclusion that drive economic migration (World Bank, 2006, p. 25). This wealth is in the hands of few

nations and individuals while the majority languish in poverty. According to Little (2003), economic development is meant to raise the productivity and wealth of the world's countries. This in turn is supposed to boost the life situations of people living in these countries. In this way it should lead to a better quality of life, improve the ability of all individuals to attain their full potential of productivity and creativity and create a conducive atmosphere of development. However, this is not the case as Little (2003) added that although we are living in a period of fast economic and technological progress, there are many billions of people who live in continuous crippling poverty.

Similarly, Africa exhibits a disparity between economic growth and sufficient job creation opportunities for the youth, a push factor for migration. Yeboah (2017) noted that a decade and a half of economic growth across Africa, including Ghana, gave birth to the Africa rising narrative. Shorrocks *et al.* (2021) confirmed this by estimating Africa's wealth at 2.3 trillion US\$ in addition to 249 billionaires in the continent. However, this failed to yield more job creation for Africa's 626 million youth to curb migration (Sow, 2018).

The African Development Bank (2018) intimates that sustained growth must create jobs for poverty reduction and inclusive increase in capital accumulation, technology, and government policies for economic development. Africa's recent high growth rates failed to yield high job growth. Between 2000 and 2008, employment grew at an annual average of 2.8 percent, roughly half the economic growth rate. Slow employment growth has primarily impacted women and youth aged between 15-24 and retarded poverty reduction.

Ghana has nearly two decades of consolidated democratic institutions and economic growth of over 6 percent. It seems to have averted many of the drawbacks of macroeconomic mismanagement troubling other African countries. In 2017, Ghana's GDP

was 7.7 billion US\$ (Food and Agriculture Organisation, 2005, p. 3 & 6). Despite this growth, Ghana failed to create new formal sector jobs to match the number of new entrants to the labour market. Unemployment, globalization, economic restructuring, and labour market transformation have reduced youth employment opportunities. In 2010, the official unemployment rate of the youth aged between 15-24 years was averagely 12 percent, ranging from 18.1 percent in Greater Accra to 5.8 percent in the Northern Region. These figures may underrate the enormity of unemployment. A World Bank recent report as in Yeboah (2017) suggested that 48 percent of all youth aged between 15-24 years are jobless in Ghana (p. 80).

Edwin (2016) noted an uneven development in Ghana since colonial domination as a significant cause of rural-urban migration. Although migration from rural areas from all parts of Ghana to the few cities in the south is the norm, the situation is dire in the three Northern Regions (p. 13). Unemployment has exposed youth to inhuman treatment. Andorno (2014) opined that "Human dignity is the foundation of human rights, grounded in International Human Rights Law" (p. 49).

Cypher and Dietz (2009) noted the linkage between economic growth and development, living standards, income, and employment to attain fundamental human values of the world's population (pp 4, 12 and13). Economic growth leads to work, while education promotes greater equality of opportunities, respects human freedom, and protects the environment.

The social theory of youth empowerment postulates that the individual and the collective need to be empowered at the psychological level to take charge of their lives proactively (Jennings, Parra-Medina, Messias, and McLoughlin, 2006).

The purpose of this study was to interrogate the correlation between unemployment and youth economic migration in a resource-rich context with a focus on Tamale North Sub-Metropolitan Area. The research examined youth perception of sustainable economic quality of life, the motivational factors of youth economic migration, and how government policy can address the situation.

1. 2. Statement of the Problem

Tamale, Northern Ghana, is a natural resource-rich town with minerals, valuable economic trees, many educational institutions, and vast arable land. Despite this, youth have paradoxically been migrating to the Southern Regions of Ghana since colonial times to date to seek better economic opportunities. This can be attributed to the government's failure to manage and develop the natural resources to provide job opportunities for the youth. Ideally, wealth, political stability, economic and social opportunities are pulling factors for migration while their lack push factors. This research investigated youth perception of sustainable economic quality of life, the drivers of youth economic migration, the existing employment opportunities in Tamale, and the policy interventions needed to address the situation.

1. 3. The Purpose of the Study

This study aimed to ascertain the link between unemployment and economic migration by analyzing the key drivers of youth economic migration from resource-rich Tamale to the Southern Regions of Ghana. The findings may influence inclusive development, promote employment, enhance natural resource management, and influence policies. A holistic,

transformative and trauma-informed education to equip the youth as agents of social transformation is also desirable.

1. 4. Objectives of the Study

1. To assess the perception of youth on sustainable economic quality of life.
2. To identify the motivational factors driving youth economic migration to the Southern Regions of Ghana.
3. To analyze how government's natural resource management strategies contribute to youth economic migration.
4. To identify what government should do to address youth economic migration from Tamale to the Southern Regions of Ghana.

1. 5. Research Questions

1. What is the Perception of Youth on sustainable economic quality of life?
2. What are the motivational factors driving youth economic migration to the Southern Regions of Ghana?
3. How does the government's natural resource management strategies contribute to youth economic migration?
4. What should the government do to address youth economic migration from Tamale to the Southern Regions of Ghana?

1. 6. Justification and Significance of the Study

Investing in the next generation involves supporting the socio-economic development of the youth globally. Unfortunately, this demographic was excluded from needs assessment, public policy, and development conversations. This study would improve inclusive policy

processes and the youth's socioeconomic and developmental growth by establishing holistic and systematic trauma recovery-informed educational curriculum to build their capacities, character, and expertise and contribute to academia.

The Ghana government's development policies toward Northern Ghana since the colonial period remain unsustainable. It needs to implement the different policy programmes in all the regions to benefit all the citizens. Thus, this study aimed to raise government consciousness of its constitutional responsibility in the economic development of Tamale and all the regions in Ghana. It would also increase the consciousness of Northern Region politicians' in the sustainable economic development of Tamale to create opportunities for the youth to curb unnecessary migration.

The coordinated programme of economic and social development policies 2017-2024; aims at achieving a "just, free and prosperous society by 2057, creating prosperity and equal opportunity for all. This study is significant to Agenda 2063 of the African Union number 18 on empowering youth and children by tapping youth potential and the government's forty-year development plan. The study shall shift focus beyond resources, identify other factors influencing youth migration in resource-rich countries, and resolve it. Lastly, it would involve all stakeholders in natural resources management, developmental policy decisions, formulations, and implementations in Tamale and Ghana as a nation.

1. 7. Scope of the Study

This study focused on youth unemployment and economic migration in Ghana's resource-rich Tamale region though the issue affects the five northern areas of Ghana. Tamale initially had few villages with 1435 natives, but there were approximately 642,000 at the

research time. Tamale is a business and education hub that hosts public offices and NGOs and is the former capital of the former Northern Territories of the Gold Coast. This study covers the Fourth Republic (1992) to today, a time of peaceful democracy and political stability in Ghana. The study population was the youth, organizations, and institutions that deal with youth in Tamale in any way.

1. 8. Limitation of the Study

The researcher is not fluent in the local language and had to hire research assistants to translate the questions and responses from English to the local dialect. Some respondents had limited English knowledge.

Tamale has grown in size and population, and the researcher could only cover Tamale North Sub-Metro.

Due to technological challenges, some interview recordings were missing, but the research team took notes and used them for data analysis. Some respondents did not honor the appointment times, and the interviews either started late or were rescheduled.

One respondent was aggressive towards the researcher, defensive of his political party in power, and gave very brief responses. The researcher was very calm, welcomed the short answers, and aggressive attitude. The researcher handled this situation with patience and humility.

The researcher wanted to ensure a significant gender balance by giving out equal number of questionnaire to both male and female in the different categories of the respondents. At the end, more male respondents returned their responses than female respondents. For the interview, the researcher identified fifteen institutions that deal with

youth education. Out of the fifteen heads of institutions interviewed, there were only two females and thirteen were male.

Lastly, the COVID-19 pandemic that imposed restrictions on travel and movement caused some interruptions in the process of data collection.

1. 9. Ethical Issues

The researcher observed confidentiality and anonymity due to the topic's sensitivity, the individual respondents, organizations, and institutions that participated in this study. The researcher advised that the research was for academic purposes and the integrity and dignity of respondents would be respected.

1. 10. Theoretical Framework

There are many theories about human migration. However, Amartya Sen's (1999) Capability Approach to Development and Poverty Reduction in his book *Development as Freedom* guided this research. Unlike other development approaches that focus on progress and economic expansion in terms of GDP growth, Sen's development approach focuses on human development and enhancement of capabilities and opportunities to achieve their desired goal. It is an empowering approach that enhances human well-being leading to freedom of choice. A person's freedom is the ability or opportunity to choose what one values, affected by external factors. For instance social arrangements, access to infrastructure, public services, discrimination, participation in social and political activities, and freedom to speak and influence policies.

The theory is a human development model that defines poverty as deprivation of basic capabilities due to ignorance, lack of financial resources and economic opportunities, quality education, ill health, illiteracy, inequality, environmental conditions, and personal

psychological factors. Many people live in abject poverty in super-rich economies with high GDP and individual billionaires in the USA (Sen, 1999, pp. 3-5 and 8). Further, this can result from all forms of discrimination and social exclusion, unreliable public facilities, services, poor infrastructure, political marginalization, and oppressive policies limiting human rights. So development implies the removal of these primary sources of unfreedoms as they can increase vulnerability leading to premature deaths, malnourishment, persistent morbidity, widespread illiteracy, and other failures that hinder development. Extreme poverty can make people engage in antisocial behavior, violating other freedoms and producing other social unfreedoms. These unfreedoms are responsible for youth economic migration, dependency syndrome, psychological inertia, and criminalities.

Sen's understanding of development has inspired the creation of the Human Development Index (HDI) to measure countries' level of human development or peoples' well-being. The HDI covers dimensions of material well-being, health, and education and is an integral and comprehensive way of evaluating development (Sen, 1999). The HDI provided an alternative measure of human progress rather than GDP per capita growth. It has played a significant role in advancing alternative ideas about development and welfare (Roemer, 1998).

Sen's approach is significant to this research. First, it focuses on a life of quality and dignity. For example, education, learning, and skills formation increase human productive abilities, lifestyle, and choices that contribute to economic progress and better living conditions for oneself and others. The human person is at the center of development from income and economic growth to human well-being and freedom expansion as the end and means to production, prosperity, and economic development (Sen, 1999, p. 41). In this

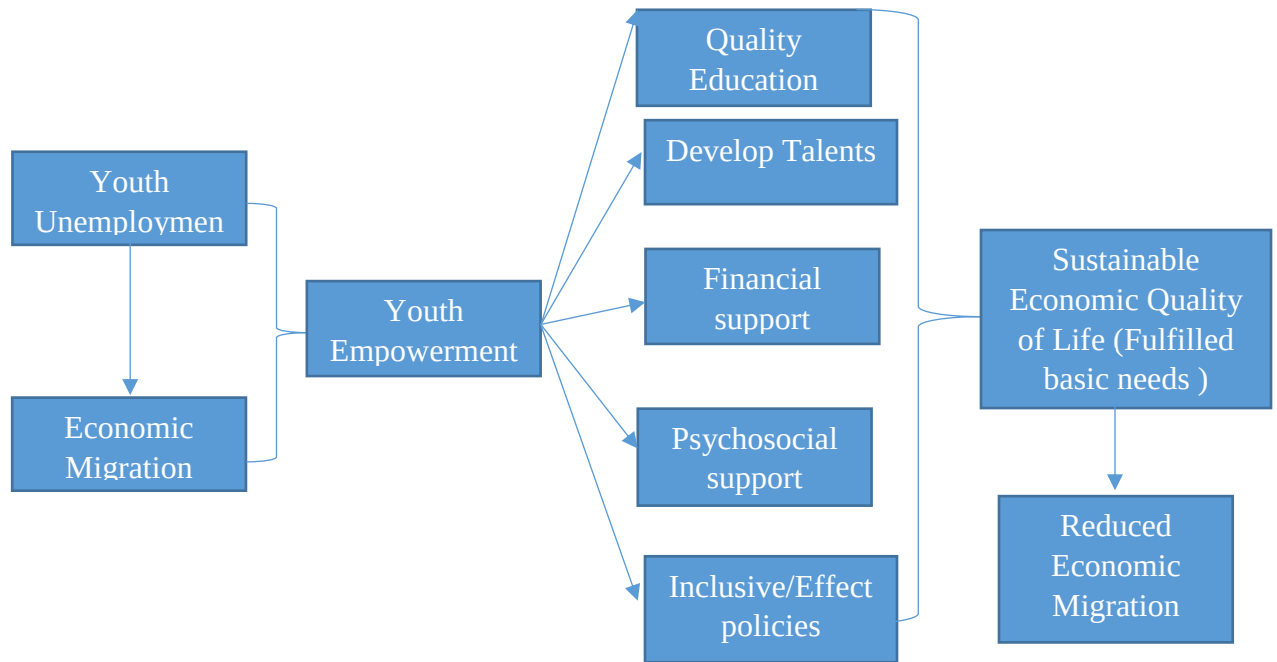
way, principal sources of unfreedoms are dealt with to make the person creative and innovative, participate in the development, increase life expectancy, make enlightened decisions and policies.

Second, an integrated approach ensures reinforcement and complementarity of the different freedoms such as political, economic, social, transparency and security (Sen, 1999) that foster initiatives and overcome respective deprivations. Thus freedom requires the availability of quality basic needs, including effective institutions (the state, the legal system, political parties, the media, and NGOs), public facilities, social care, political liberty, fundamental civil rights, equality, economic opportunities for all, interactive agencies and instrumental freedoms to function (Sen, 1999, pp. xii and 15). These increase human capabilities, improving choices, well-being, freedom, economic production, and social change (O'Hearn, 2009, p. 11). Third, it shows that, if the youth are well empowered, if their freedoms to creativity and innovation are encouraged, they will develop their talents and put them to practical use to fulfill their basic needs, which can discourage unnecessary migration.

Fourth, the priority of economic development is not about an increase in GDP, personal income and wealth, industrialization, technological advancement, and social modernization. Instead, it concerns empowering people with capabilities and opportunities to be and do the things they have reason to value for better development and living standards.

This theory was used to evaluate the integral and comprehensiveness of the development in Tamale. Second, the empowerment of the youth freedom for creativity and

innovations to develop their talents and put them to effective use to fulfill their needs and contribute to society's development.



Derived from Sen's (1999) Capability Approach Theory of Development as Freedom.

1. 11. Definition of Terms

Perception of Sustainable Economic Quality of Life

In this work, perception of sustainable economic quality of life concerns how one views and evaluates one's life based on satisfaction and happiness in production, distribution, and consumption of goods and services. Second, how limited resources (land, labor, and capital) are utilized to enhance human well-being in their context.

Youth Unemployment and Economic Migration

Here, youth unemployment and economic migration is a person within the age bracket of fifteen (15) and thirty-five (35) pushed by joblessness to move from one country to another or from one region in their own country to another actively searching for work or economic gain.

Economic Growth and Economic Development

Economic development and economic growth refer to financial systems, capital accumulation, technology, and government policies. This growth improves the economic wellbeing of the poorest population leading to capabilities gain, sharing of returns, businesses, higher and quality education, making the person an agent of change in the process.

Education

Education is used in this research to mean nourishing to bring out the human person's goodness by providing a conducive environment to form the mind and character and create a new society where all can live as equals. It also means providing a system of training children and youth in schools, colleges, and Universities in a way that imparts knowledge and develops skills for a better life (Owen's, 1813-16).

Government Strategy and Poor Management of Natural Resources

In this study, government strategy refers to the guidelines or rules used by authority systems and functioning institutions in decisions that lead to innovative long-term goals for positive change in society. It links the organization of land use, water stewardship, preservation, and future maintenance of industries such as agriculture, mining, tourism,

fisheries, and forestry by managing how people and natural landscapes are interconnected. Poor management of natural resources here means incompetence in using sustainable, significant natural resources for a better quality of human life, environmental, social, and economic sustainability for present and future generations.

Capability

Capability implies well-being, the ability to live a long enough life or do notable acts, develop competence in the growth process, take initiatives, and create and innovate. Its lack creates a feeling of incompetence, lack of self-confidence, and self-esteem (Sen, 1993).

Trauma

Trauma is a profound emotional wound that seriously influence the life and decisions of an individual, a group, and a nation in different areas such that it hinders them from achieving their aspirations.

Postmemory

Hirsch (2012) describes postmemory as the connection that the generation after those who eye-witnessed cultural or collective trauma endured to the experiences of those who came before, the experiences that they “remember² only through stories, images, and behaviours in which they grew up. However, these experiences were passed on to them in a very deep and affective manner as to appear to form memories in their own right.

CHAPTER TWO: LITERATURE REVIEW

Introduction

This chapter reviews relevant literature on youth unemployment and economic migration in resource-rich Tamale region. The chapter has four sections; section one dealt with factors behind youth unemployment, including the contextual analysis of current youth unemployment, natural resources, and the concept of economic development. Section two consisted of drivers of youth economic migration, its consequences, opportunities, and intervention mechanisms for youth empowerment. Section three looked at the contribution of government strategies for natural resource management to youth unemployment and economic migration. This included the role of government strategy addressing youth unemployment, poor government management of natural resources, and factors influencing poor government management of natural resources. Section four was the conclusion and recommendations.

2. 1. Factors behind Youth Unemployment

2. 1. 1. Contextual Analysis of Current Youth Unemployment

Every person desires to live a dignified and sustainable economic quality of life. Evaluating public policy, presenting opportunities for better livelihoods, and raising people's living standards should be a national and global goal (Costanza, Fisher, Ali, Beer, Bond, Boumans, Danigelis, Dickinson, Elliott, Farley, Gayer, Glenn, Hudspeth, Mahoney, McCahill, McIntosh, Reed, Rizvi, Rizzo, and Snapp, 2007, pp. 268 and 269).

According to the Push and Pull Theory, one would expect natural resource-rich countries to grow faster and more affluent than countries with less or none. It is anticipated

that such countries should provide sufficient employment opportunities for their citizens to prevent migration in search of better livelihoods. However, existing literature shows the contrary, as scholars like Auty (1993) explained using the resource curse theory. The resource curse is the inability of many resource-rich nations to profit from their natural resource wealth and governments in such countries to answer effectively to the needs of their citizens. This theory postulated that civil war, lack of democracy, poor governance, neocolonialism, neoimperialism or unequal globalization, and dependency result in resource curse. The outcome is the high rate of unemployment that forced youth economic migration. While exploited for financial benefit, natural resources create opportunities for enhanced livelihoods and better living standards. The natural resources referred to in this study are minerals such as gold, diamonds, manganese, bauxite, petroleum oil and gas, economic trees, land for agricultural food, and cash crop products such as cocoa, arable land, shea trees, Dawa Dawa trees, baobab trees, good soil for bricks, non-timber forest products, and accessible markets.

Auty (1993) observed that some resource-rich nations have lower per capita gross domestic product levels and rates, indicating that citizens do not benefit from natural resources. It has been intimated that the world economic system and rules presented by the World Trade Organization favour developed countries at the expense of developing countries (Tandon, 2019, p. 443). Thus, as in Polterovich, Popov and Tonis (2010), Stiglitz observed the negative and positive connection between resource-richness and economic growth. Growth boosting factors in resource exploitation make resource-rich a blessing, while growth-restraining factors cause resource curse (pp. 1 and 2). Resource-richness is a blessing with accountability, good governance, and sound policies in place. Countries like

Venezuela and Bolivia have not reaped the benefits of their abundant oil wealth (Dauvin and Guerreiro, 2016). However, Chile, Norway, and Sweden succeeded in transforming their natural resources into economic gain, diversifying their economies, and limiting their dependence on natural resources (Aragon, Chuhan-Poleb, and Land, 2014, p. 2). The United States and Canada have taken advantage of their natural resources and industrialization to spur growth. On the other hand, Japan has developed its economy through automation despite having no natural resources.

Mineral, coffee, and cocoa-based natural resource economies perform poorly and lack investment in human capital (Auty, 1993, p. 2). Poor economic policies, resource misallocation, and colonization patterns have contributed to the resource curse (Murshed, 2004). This study examines the causes of youth unemployment and economic migration in resource-rich Tamale.

2. 1. 2. Natural Resource Abundance at Different Levels

The world's abundant natural resources have created a wealth of US\$ 42.7 trillion despite the resource curse theory. Its equitable distribution among the world's 7.713 billion people could have created enough jobs to mitigate youth unemployment, estimated at 71.1 million in 2018 (International Labour Organisation, 2016, pp. 8 & 17). Youth unemployment stands at 5.3 million in Europe, 13.5 million in the Americas, 13.9 million in Southern Asia, 7.3 million in South-Eastern Asia and the Pacific between 2016-2018 (International Labour Organisation, 2017, p. 17). Consequently, mass migration was estimated at 281 million globally, out of which 31.7 million aged 15.24. Europe produced 19 million, Asia 115 million, and Latin America and the Caribbeans, over 25 million migrants (McAuliffe and Triandafyllido, 2022).

Most African countries that are rich in natural resources have low economic growth and development levels resulting in high youth unemployment rates and under-employment, leading to economic migration. Bush (2008) suggested Africa as the hub of natural resources. Africa possesses over 42 percent of gold reserves, 88 percent of diamonds, and 55 percent of oil (p. 361), yet many African countries have low economic growth. For instance, Nigeria, South Africa, Algeria, Ivory Coast, and Kenya are among the 42 resource-rich countries with low growth due to inherited colonial legacy (Murshed, 2004, pp. 11-12, 27 and 36). However, Botswana developed its economy from her diamonds.

Muluneh (2018) links the negative economic growth to powerful western countries and corporations that exploit Africa's oil, gas, and other natural resources while engaging in illicit financial flows and tax avoidance. For instance, the United Kingdom's exploitation of Africa's minerals, oil, and gas resources is unjust. Consequently, African countries lose tens of billions every year higher than some countries' GDP resulting in underdeveloped infrastructure, small economies, poverty, and poor economic performance. In 1997, Africa's GDP per capita was \$560, the lowest globally.

Africa's low economic growth is attributable to the poor economic policies of its neighbors (Woolcock, Pritchett, and Isham, 2005, p. 78). This situation led to 12.4 million unemployed Sub-Saharan African youth and 65.8 million working poor between 2016 and 2018 and 36,266 migrants in 2017 (United Nations Department of Economic and Social Affairs, 2017, p. 17). Over 400,000 African illegal migrants crossed the Mediterranean and 15,000 deaths since 2014 (Delah, 2018).

A geological report noted that a considerable part of western and northern Ghana

contain palaeoproterozoic, isoclinally folded, metabasaltic, and metasedimentary rocks of the Birimian Supergroup and a unit of sandstones and conglomerates, the Tarkwaian Group, which overlies the Birimian volcanic stones. Most of Ghana's mineral deposits relate to Birimian supracrustal rocks, and gold occurs within the Tarkwaian conglomerates (Kalsbeek, Hermansen, Knudsen, Thorning, Thorning and Thorsen (2004). This explains Ghana's mineral richness.

Ghana is endowed with both renewable and non-renewable natural resources. The renewable natural resources include agricultural products such as economic trees: cocoa, timber, coconut palm and palm trees products. Nonrenewable natural resources are mineral ores such as gold, diamonds, bauxite manganese ore, and petroleum. In 2006, Ghana became the second-largest cocoa producer globally, with an output of 740,000 tonnes (Awmbila, Manuh, Addoquaye, mn Quartey and Antwi, 2013, p. 3) and was among the 51 natural resource-rich middle-income nations (Osei 2002).

In 2014, mining in Ghana was valued at \$ 38.65 billion, and Ghana exported 45.5% of minerals, 22.3% of cocoa, and 12.5% of crude oil. Gold is the essential mineral representing 95% of mineral exports and 43.4% of the total exports in 2014 (Hira and Busumtwi-Sam (2018). All these resources are based in the Southern Regions. Thus, Ghana seemed to have escaped from the resource curse theory since 1992. However, Ghana's economic growth dominated by the mining and oil sectors is highly dependent on the international prices and unfavorable exchange rates (University of Ghana, 2020). Ghana continues to export the raw materials it exported in the 17th century (Oteng, 2000). Thus, Ghana still struggles with sustainable economic development hence youth unemployment and economic migration (Jalloh 2013). Roger (1999) intimated that Ghana's

economic development efforts had been hampered by the constant fossilized institutions that suck resources from the economy without any noticeable return due to policy (pp. ix, xviii). All these issues show that Ghana is experiencing a resource curse.

In 2008, Ghana launched a National Resources and Environmental Governance Programme (NREG) to improve mining and forestry sector revenue collection, management, and transparency to reduce social conflicts in mining communities (Hira and Busumtwi-Sam 2018). However, corruption and *laissez faire* attitudes make this challenging to achieve.

Ghana has had an outstanding economic performance with an annual average growth of 5.2 percent between 1984 and 2010, rising to 8.5 percent between 2006 and 2011. Its GDP growth rose to about 15.2 percent after commercial oil production in 2011. This strong performance had not positively impacted employment generation. Instead, employment expansion decreased from 0.64 in the 1990s to 0.4 from 2005 to 2008. Despite this, 14 percent of Ghana's population at working age outside of school, and 633,994 people of the labor force are unemployed (Baah-Boateng, 2013, p. 385), resulting in the forced migration of 1,237 Ghanaian professionals in 2007 (Awmbila *et al.*, 2013).

United Nations Commission in Sustainable Development Report (2010) noted 7 large-scale companies exploiting gold and one each exploiting bauxite and manganese and over 650 small-scale mining registered groups involved in mining gold, diamonds and industrial minerals. However, (Hira and usumtwi-Sam (2018), noted 23 large-scale mining companies exploiting gold, diamonds, bauxite and manganese, over 300 registered artisanal and Small-scale mining (ASM) operators and more than 90 mine support services companies in Ghana. Companies involved in large-scale gold mining include Gold Fields

Limited, Lamgold, AngloGold Ashanti Ltd, Golden Star Resources Ltd, Newmont and Ssanko. Shaanxi Mining Company (GH) Ltd is the only ASM mining company in Tongo, in the Upper East Region in Northern Ghana (van de Camp, 2016).

ASM also known as galamsey is reserved for Ghanaians. About 1.1 million Ghanaians are involved in ASM operations and 4.4. million depend on mining for their livelihoods. These ASM consists of many marginalised groups, displaced farmers, mine labourers and ex-public workers. It is an important source of employment for the youth. ASM is one of the most significant livelihood activities that employ around one million people and support nearly 4.5 million more people. ASM make up 35% of Ghana's total gold production in 2014. Unfortunately, many miners in Ghana operate without license and proper tools because of the difficulties to get the land, license and finance. Finance is needed to buy land, obtain a license and environmental permit (Hira and Busumtwi-Sam, 2018, p. 13).

Tamale, the capital of the Northern Region in Ghana, is one of the five regions in northern Ghana that also have some natural resources. These regions boasts of economic tree species, such as Shea (*vitellaria paradoxa*), Dawadawa (*Parkia gilobosa*), Baobab (*Adansonia digitate*), non-timber forest products, accessible markets, and some minerals (Agriculture and Natural Resource Management, 2017). Hiren (2019) noted the high demand for shea in the international market for the cosmetic and food industries. The global cosmetic Shea Butter market is estimated to increase by about USD 1,670 by 2025 (para 5). There is a high demand for the Baobab fruit in the UK, and commodity experts foresee it becoming a new western super-food (Redfern, 2018). Gold deposits have been discovered in many parts in northern Ghana, including Tamale that is left to galamsyers.

The government has not taken any step to exploiting these natural resources and claim that Northern Ghana lacks natural resources.

With the discovery of gold in Tamale in 2012, it was estimated that Tamale's GDP potential would exceed that of Burkina Faso and Mali by 2025. However, the Mineral Commission left it to galamseyers (those involved in illegal mining). The vast arable land is suitable for local and commercial agriculture and bricks manufacturing (Bukari, Aabeyir, and Basommi, 2014, pp. 140 & 141). In 1995 Tamale produced 13,721 metric tons of maize, 7,033 metric tons of rice, and 5,500 metric tons of yams. Some private factories are processing this agricultural produce, such as rice, sunflower, and cotton-seed oil. However, lack of funding makes it difficult for them to expand their business to offer adequate employment for the youth

Natural resources provide opportunities for economic development if managed well, as these create industries that offer job opportunities. There is a concentration of manufacturing industries in Southern Ghana such as electronics, electric car, automotive and light manufacturing, aluminum smelting, food processing, cement, small commercial shipbuilding and small glass-making industry (Addo, 2017). These are all opportunities that could have provided employment for the youth of Tamale, but they are all based in the Southern Regions of Ghana.

According to the Push and Pull theory, jobs that the natural resource industries could have created for Tamale's 642000 people to mitigate youth unemployment and migration are non-existent, and it's a dominant district with high numbers of youth and child migration to the Southern Regions. A total of 74.7 percent of Tamale's street children are in Accra and 52 percent in Kumasi. In 2001, 55 percent of the street children between

10-24 years in the south originated from the three Northern Regions (Adaawen and Owusu, 2013, p. 31). Verkaart (2010) states that poverty, education, and employment are concerns in Tamale though no statistics (p. 43).

2. 1. 3. Laws and Policies on Natural Resources in Ghana

Ghana's highest law and policy for natural resource management and exploitation is the 1992 Constitution from which other natural resource management and exploitation laws and policies such as the Minerals and Mining Act (Act 703) of 2006 and the Environmental Protection Agency (EPA) Act, Act 490 of 1994 were developed. Thus, the state is entitled to 10% interest in any mining operation in Ghana. It is the right of the state to license mining operations, powers, and authority of regulatory institutions (Hira and Busumtwi-Sam, 2018). The Mineral and Mining Act 2006 developed the Minerals Commission Act (Act 450) of 1993 and the 2016 Minerals Development Fund Act (Act 192). The government adopted six key regulations in 2012 from this Act for effective management. These include General Regulations (LI 2173) and restrictions on mining Support Services (LI 2174), Compensation and Resettlement (LI 2175), Licensing (LI 2176), Explosives (LI 2177), and Health and Safety (LI 2182) Other mining laws include the 2015 Income Tax Act (Act 896), Legislation protecting the environment, forests, water bodies and water use, and customary law regarding land tenure and tax law, contract law, corporate law, and administrative law (Lclg, 2018). Mining laws and regulations endeavour to create development agreements between the state and mining companies (Article 49 of 2006 Minerals and Mining Act), provide funds for development of mining communities as stipulated in the 2016 Mineral Development Fund Act (Hira and Busumtwi-Sam, 2018).

The Environment Protection Agency (EPA) Act consists of Environmental Protection and Pesticides Control and Management Registration of Pesticides. EPA is responsible for the care of the environment in the exploitation of natural resources. Thus, the 1994 EPA policy (Act 490) provides standards and guidelines for Environmental Impact Assessment in resource exploitation, including mining (Hira and Busumtwi-Sam, 2018). The Act created the National Environmental Fund to help the work of EPA and offer environmental education to the public. It also contains enforcement and control policies of environmental regulations. Unfortunately, there is a lack of implementation of public ecological education such that the people are not even aware of the existence of this policy. Mining companies and EPA are supposed to work together to ensure mining and extraction is done in safety. Corruption and not following due process has resulted in environmental pollution affecting the livelihood and health of many (International Monetary Fund, 2017). However, the EPA policy and laws need revision to include protecting natural resources outside the protected zones, as is the situation in Northern Ghana to prevent them from destruction.

The mining laws and regulations of Ghana consider the creation of development agreements between the state and mining companies (Article 49 of 2006 mining Act) and provide funds for the development of mining communities (2016 Mineral Development Fund Act 192). This spelled out the distribution and management of mining royalties government receives. The government keeps 80%, the executive of the Office of the Stool Land 10%, District, Assemblies 55%, and the Paramount Chiefs and Sub-Chiefs 45%. The Assemblies and chiefs receive funds meant for development projects in local communities.

Mining communities face many challenges such as environmental degradation, inappropriate compensations, unfulfilled promises of employment, lack of effective communication channels between companies and communities, and human rights abuses. Environmental degradation from mining caused a 58% rate of deforestation and a 45% loss of farmlands forcing farmers to move into forests (Hira and Busumtwi-Sam, 2018). Thus, the Act allocates big amount of royalties for development projects through the Community Development Scheme (CDS), which receives 20% of royalties to sponsor socioeconomic development in mining communities or those affected by mining activities (Hira and Busumtwi-Sam, 2018). Other benefits include the Mining Development Fund and the Community Benefit Agreement, which aim at community development and protection. For instance, the Newmont Gold Ghana Ltd, in the Brong-Ahafo region, paid \$10.9 million in royalties and 40.2 million concerning its Brong-Ahafo concession. The company directly employed 1,731 people in 2009 and increased to 2500 in 2018 and 36% of the employees were locals. The company built teachers' quarters, water supply and sanitation, a library, and 1000 scholarships in the Southern region resulting to youth migration from Tamale (Hira and Busumtwi-Sam, 2018).

2. 1. 4. Funding

Funding is an essential element in youth empowerment through employment creation, which government must spearhead in consultation with the youth and other stakeholders. In the 1960s and 1970s, Ghana had a thriving economy and ran functioning manufacturing industries in all the regions providing employment opportunities for the educated and uneducated youth. Sadly, the more than 600 state-owned and managed industries collapsed, making many unemployed and jobless (Biney, 2015), pp. 2 & 3). Most Ghanaian

youths resorted to street hawking and vending between moving vehicles, which often led to death, leaving their dependents languishing in poverty.

The University of Ghana (2020) estimated the youth aged 15-35 years in 2017 at 35%, a third of Ghana's population, while GSS (2016) estimated at 48% in 2017. Yet in the 1992 Constitution, the provisions on youth only relate to children's rights on protection against exposure to physical and moral dangers. Youth affairs are combined with sports in government ministries to form the Ministry of Youth and Sports (MoYS). The youth, as social stakeholders, are left on the peripheries of socioeconomic processes and development structures with very little investment in them to harness their potential (Edudzie, 2018).

Lack of finance to obtain proper equipment for mining and the legal documents to operate mining activities deprives most youth of this opportunity and forces most miners to engage in informal mining, creating many environmental and social problems. These include environmental degradation, pollution and destruction of water bodies, degradation of arable farmland and bad health effects of working in dangerous conditions (McQuilken and Hilson, 2016). This situation led President Akufo-Addo to form a task force to flush out both foreign and native illegal ASM in Ghana. Although large-scale mining employs 148000 people in Ghana directly and indirectly, it also creates inequalities since expats receive exorbitant salary while locals receive low pay (Hira and Busumtwi-Sam, 2018).

2. 1. 5. The Concept of Economic Development

Natural resources can be transformative for developing countries. If managed prudently, natural resource wealth can substantially impact a country's sustainable development efforts (Behbudi, Mamipour, and Arami, 2010). Yet resource-rich third-world countries

failed to develop economically. Resource-rich countries export a minimum of 20 percent of goods or fiscal revenue from non-renewal natural resources (Osei, 2002, p. 168). Fifty-one resource-rich countries perform below expectations due to close trade policy, relaxed market discipline, and an unjust economic system leading to growth fall. Other factors for economic growth stagnation include poverty, budgetary and demographic traps, physical geography, government failures, cultural barrier, geopolitics, and lack of innovation (Sachs, 2005 and Richard and Kiiski, 2002).

Esteva (2010) opines that underdeveloped areas were identified in 1942 as the economic basis for peace. In 1944, Rosenstein-Rodan termed them backward economic areas, and Arthur Lewis indicated they were the gap between rich and developing nations. In 1949, development gained momentum after the Second World War. The United States President, President Truman's inaugural speech covered the unsuspected colonizing virulence of underdevelopment. He noted the importance of

a bold new program for making the benefits of scientific advances and industrial progress available to improve and grow underdeveloped areas. He was clear that old imperialism – exploitation for foreign profit – had no place in their plans but envisioned a program of development based on the concepts of democracy and fair dealing (p. 1)

The "Third World" was an illusion many believed (Sachs, 2009, pp. 4 & 6). Development became an invention for the backward Southern Hemisphere to catch up with the industrialized world. It was also an ideology to handle the Great Depression and the war (Escobar, 1995), leading to arrogant interventionism from the North and pathetic self-pity in the South. The hope-filled development promised produced a nightmare of underdevelopment. It led to exploitation, oppression, impoverishment, debt, and violence, a sign of development failure (Sachs, 2010, pp. viii).

Sachs (2009) associated development with economic growth while others with

rights and resources for the poor and the powerless, sociocultural, territorial, political, and eco-development. Economic growth enlarges the range of human choices and freedom to realize the population's general welfare. Sachs (2010) regarded development as a mindset, a myth, a fantasy, and a process. Development is a mixture of policies of generosity, bribery, and oppression towards the South (pp.1& 8). Paul VI (1967) and Black (2003) related development to people and improved human life for enhanced growth. Sen (1999) found development to remove deep-rooted unfreedoms that block people from exercising their reasoned agency (p. xii). It implies capability expansion that empowers them to be proactive in personal and economic development. Development encompasses individual and social group, where the collective rise of members' capacity to handle their environment lead to economic development (Rodney, 1973, pp. 6-8).

Failure of economic development resulted in youth unemployment and economic migration. Lack of corresponding job creation with economic growth drives youth economic migration. The plight of youth unemployment has led to adopting the Decent Work Convention by the International Laour Organisation Member States to accelerate change. The convention places full and productive employment and decent work at the center of economic and social policies by creating a sustainable institutional and economic environment to empower people to develop and update the necessary capabilities and skills for productive engagement and personal satisfaction for the common well-being (International Labour Organisation, 2008, pp. 10 & 11).

2. 2. Drivers of Youth Economic Migration

Economic migration is the movement of people from one country to another or from one region in their own country searching for better livelihoods and opportunities for financial

gain. McAuliffe, M. and Triandafyllido, A. (Eds.) (2022), noted that in 2020, there were 21 million African migrants living in another country of Africa and 19.5 million living in different regions in the world (p. 60). In 2015, 171,000 African youth migrants arrived in Italy by boat, while 5,085 perished in the Mediterranean in 2016 (Dovi, 2015, p. 28).

Cohen and Sirkeci (2011) opine that migration has a sociocultural setting since migrants are cultural agents and social actors whose decision mirrors more significant cultural and social debates. Cultural, economic, social security, wellbeing, and opportunities drive migration decisions for a thriving society (pp. 27 & 39). According to Wiese (2010), migration is a sociological event that happens in a historical and political context for economic and social exclusion (p. 142).

According to Castelli (2018), the principal drivers of forced permanent or temporal, legal, or illegal migration are inadequate human and economic development of the countries of origin, urbanization, climate change, wars and dictatorships, land grabbing, the search for better livelihoods, religion, education, and culture. Climate change threatens people's livelihood, security, and socioeconomic system leading to loss of lives. In 2000, global warming resulted in 150000 deaths, desertification, drought, flooding, and soil degradation caused internal and international migration (Klepp, 2017, p. 2).

For some, education influences migration as it enhances the skills and competencies of individuals enrolled in learning institutions, primarily children and the youth, to attain economic, social, cultural, and political development. It empowers the child to know how to function in the sociopolitical, physical environmental, economic and cultural sphere at an early age (Agbemabiese 2011, pp. 2 & 3). Before colonization, the traditional education system of Ghana was holistic passed on to children through the socialization process. Thus,

the Dagomba children are trained to observe safety and ease.

However, colonial education tends to be book knowledge, disconnected from the person's realities and the larger community's needs (Food and Agriculture Organisation, n.d.). Does formal education create a nightmare and premature death for the Ghanaian youth, as many educated youths are idle, desperate, and frustrated? WoBmann and Hanushek (2007) observed the neglect of educational quality, cognitive skills, and engineering students. Other factors include lack of interaction between quality education, teaching, and economic institutions necessary to raise human capital in the labor force and innovative capacity of the economy for financial success (pp. 3, 10 & 11).

Ghana's education system aligns with foreign policy, and the donor community dictates superficial curriculum changes without considering the future of work and the industry needs. One of the respondents, an unemployed university graduate, lamented that education does not impart knowledge and skills necessary for the job market and productivity in industries. MacBeath (2010) comments on the incompatibility between the inherited Western education system and model and the Ghanaian context.

Ghana is a nation that has an inequitable share of resources and wealth, which results in population migrations, religious influence, and colonial economic policy. The ongoing reform is driven by donor agencies, resulting in Western assumptions and a Western model of schooling, which does not fit the social and economic needs of communities and the nation. (p. 32).

Low-quality education has dramatically affected rural Tamale as Fifty-two percent of the population aged six years and above are uneducated or are school dropouts for various reasons (United Nations Development Programme of Ghana, 2011). The majority of the Dagombas are people of the Book. Their religious practice is either Islam, Christianity, or other Traditional Religion. News Ghana (2012) noted that though Islam

has exerted a strong influence on their customs, they retain many of their pre-Islamic beliefs, all of which form their psycho-cultural heritage. Edwin (2016) noted that the main precipitating factor that pushes youth migration in the Tamale Region is elders' control and activities that support the good life of adults, sometimes to the disadvantage of the child's development (pp. 18 and 20).

These factors can have a psycho-cultural impact, such as a fatalistic mindset fueling migration. Fatalism is a belief or attitude towards fixed and not changeable events, which influence the decision to migrate (Thornton, Bhandari, Swindle, Williams, Young-Demarco, Su and Hughes, 2019 p. 2). Oteng (1999) found fatalism as the product of psychological wounds, which makes people look up to influential people to lead them to Canaan. When this fails, they either give up or see migration as a solution to their problems, which encourages even children of 9 years old to migrate to Southern Ghana to engage in kayayee business. It blinds the people to continue depleting the shea trees for every child born without planting new ones, believing that God makes trees grow out of ignorance of what constitutes sustainable development.

2. 2. 1. Youth Economic Migration from Tamale

During the colonial era, the British managed Ghana's resources and economy. Their segregation development policies caused north-south internal migration, where northerners became labour reserves for the south (Fusieni, Yaro and Yiran, 2017, p. 67). One would have expected the end of north-south migration and exclusion after independence. Still the phenomenon continues due to the development imbalance resulting from inequalities between urban and rural, class and gender, and north and south (Verkaart, 2010, p. 22).

Edwin (2016) noted that though out-migration is the norm in Ghana, the situation is severe in the three Northern Regions, and it is becoming a primary public concern. Many communities in Northern Ghana face sizeable losses due to net outflow of youth to out-migration. This declining youth population in Northern Ghana has adverse effects on the short-term supply of entry-level workers and rural communities' long-term health and vitality. Despite Tamale's richness, young adolescents between the ages of 10-24 migrate pushed by one chronic poverty and inability of parents to support their children. Two, lack and poor job availability, especially in rural areas, and cultural family support systems (13 and 14).

Kwankye, Anarfi, Tagoe, and Castaldo (2009) observed that the Tamale region experienced 139 216 net population loss in 2000. The area experienced 157,055 net losses in 1960 and 33,719 in 1970 to migration (p. 11). In Southern Ghana, nearly all households in Tamale have youth and children migrants. 14.7 percent of youth migrants from Tamale to Southern Ghana, 13.6 percent to Accra, and 17.4 percent to Kumasi. So, 87.3 percent of these migrants have little or no education, out of which 60.3 percent were female, and only 12.7 percent have education beyond primary school level. The Ghana Demographic and Health Survey reports of 2003 showed 74.4 percent of the population in Tamale had no formal education (p. 17). Consequently, young migrants have moved to Kayayee (head porters) business. Others engage in truck pushing, mechanics/technicians, and street vending (p. 18). In 2005, 60 percent of youth migrants were from the Tamale region (Kwankye, Anarfi, Tagoe, and Castaldo, 2007, pp. 6, 7, 10, 11 and 17).

Tamale periphery is a migration area with large numbers of young girls in the

South, a serious concern for these communities (Tufour, 2015, p. 38). According to Adu-Okoree (2012), 46 percent of Tamale youth migrants are in Kumasi, 47 percent in Accra, 2 percent in Cape Coast, and 5 percent in Techiman (p. 151). Afriyie and Abass (2015) added that 85 percent are in the South mainly for economic reasons (p. 184). Abukari and Al-Hassan (2017) suggested that Ghana has 98.7% internal migration and approximately 160000 Kayayee in Accra alone, with an annual 150000 addition from the Northern Regions (p.52).

In normal circumstances, the higher the resources, the higher the development and the lower the migration rate. Nevertheless, we see the contrary in Tamale due to the government's lack of strategies to put Tamale's natural resources to create employment. This situation could be due to the youth's incapacity to transform Tamale's natural resources to economic gain. As a result, 68 and 28 percent of rural and urban households in Tamale experience hunger because of poor harvest caused by drought, pests, and diseases. There are few economic activities in rural communities during the dry season, increasing youth migration. Seventy-two percent of the youth between the ages 15-24 cannot find a job, and 24 percent depend on seasonal jobs. The rural areas have a higher unemployment rate than urban areas (United Nations Development Programme Ghana, 2011, pp. 24, 26 & 28). Lack of opportunities makes nearly one in every five persons born in Northern Ghana move to South Ghana (Van der Geest, 2011, p. 69). Thus, Tamale is one of the dominant districts with child migration. Idriss, Hairi, Jibril, and Thomas (2014) noted a factor of apathetic attitude of stakeholders and government agencies responsible for social welfare and humanitarian concern (p.20). Youth economic migration results from unemployment and the government's unequal distribution of resources, leading to

inadequate livelihoods. (Constituteproject.org, 2013, pp. 27 &28).

2. 2. 2. Consequences of Youth Economic Migration

Migration has both positive and negative impacts on migrants, their families, localities, and the nation and risks its future. (Verkaart, 2010). Badasu and Yeboah (2015) argue that remittances to Ghana increased from USD\$ 2.1 billion in 2010 to USD\$ 5.0 billion in 2015 (p. 10). There is an investment in human capital by acquiring scientific and innovative knowledge that benefits migrants' countries of origin when they return (Gaskell, 2019). Migrants support their families financially to obtain their basic needs.

On the flipside, remittances deepen inequalities between migrants and non-migrant families (Verkaart, 2010, and Docquier and Rapoport, 2012). Oyelere (2007) observed that Africa lost 60,000 professionals between 1985 and 1990, and presently over 30,000 highly qualified Africans in the diaspora, 30,000 have PhDs (p. 114). Dadson and Kato (2015) noted that brain drain had destroyed Ghana's economy resulting in income inequality, lower income, lack of poverty reduction, and decreased GDP (pp. 1 and 20). Ghana lost 465,932 professionals to international emigration from 1999 to 2002 (Awumbila *et al.*, 2013, pp. 9, 10 and 11). Quartey (2009) noted 49,703 in the UK between 1986 and 2001, 104,000 in the US, 114,335 in Canada, and over 2,000 deported from 58 countries in 1993. About 1,090,972 Ghanaians left the country from 2000 to 2007 (p.p. 11, 13 &16). 11). No available statistics of brain drain for Tamale.

2. 2. 3. Opportunities and Intervention Mechanisms for Youth Empowerment

Various policies and youth-oriented interventions for development have been in place since the Fourth Republic (1992). These policy interventions change youth marginalization in national development planning (Ile and Boadu, 2018). The government and the private

sector have taken initiatives to address youth unemployment to improve the labour force. Youth employment programs are categorized into six types for youth employability between 15-35 years. The initiatives are for skill development and training such as entrepreneurial and apprenticeship, employment services, wage subsidies, public work, self-employment programs, cash grants, and entrepreneurial promotion grants. There are also 40 youth employment programs, and the government implements 18, and the private sector 22 to tackle youth unemployment, underemployment, and food insecurity. Government-led initiatives include the Youth Employment Agency (YEA), the National Youth Employment Programme (NYEP), the National Service Scheme (NSS), the National Youth Policy (NYP), and the National Employment Policy (NEP) (Avura and Ulzen-Appiah, 2016, p. 6).

YEA empowers the youth to contribute to the sustainable socio-economic development of Ghana meaningfully and employs around 100,000 youth (Avura & Ulzen-Appiah (2016, p. 4). Its lack of capacity for youth employment led to its restructuring into NYEP to equip the youth, which also failed (Assan, 2015). The NSS offers an opportunity to youth who have completed tertiary education to work in a job assigned to them. The NYP is supposed to direct policies, programs, and projects for youth development (Avura and Ulzen-Appiah, 2016, p. 6). However, many youths are not aware of NYP because of over politicization in formulating the policy. The politicization of NYP by the National Democratic Congress and the National Patriotic Party to score points for their political parties caused a lack of interest (Adu-Gyamfi, 2014).

NEP is mandated to create decent gainful employment for better livelihoods (Avura and Ulzen-Appiah 2016). These youth policy strategies are flawed by corruption,

politicization, inadequate funding, inaccessible information on their functioning, and lack of continuity (Ile and Boadu, 2018, p. 914). These flaws plague other policy strategies, including natural resource management strategies in Tamale that contribute to youth unemployment and economic migration.

2. 3. The Contribution of Government Strategies for Natural Resource Management to Youth Unemployment and Economic Migration

2. 3. 1. The Role of Government Strategies Addressing Youth Unemployment

Government strategies are the guidelines or rules used by authority systems and functioning institutions in decision-making that lead to innovative long-term goals for positive change in society by managing how people and natural landscapes are interconnected. It links the organization of land use, stewardship of water, preservation, and future maintenance of industries such as agriculture, mining, tourism, fisheries, and forestry. Ghana has excellent strategies in natural resource management as stipulated in the Ghana Government Development Policy Framework that wants to ensure access to citizens' basic needs. For instance, education reduces geographical disparities in sharing national resources through science, technology, and creating employment innovation (International Monetary Fund 2014, p. xii).

Ghana natural resources such as cocoa, gold, and agricultural products have contributed to economic growth. Thus, Ghana experienced accelerated growth from 2001 onwards, reached 7.3 percent in 2008, and declined to 4.1 percent in 2009. However, income inequalities across regions and between socio-economic groups remained high and increased during accelerated growth. Formal sector employment is declining despite

consistent GDP growth over the past twenty years. Presently the formal sector has only about 8 percent of the total labour force of the economy, and the rest is in the informal sector, a sign that Ghana has a significant unemployment and under-employment problem (International Monetary Fund, 2014, pp. 6 and 9).

There are various policy actions for natural resource management through agricultural modernization for the Food and Agriculture Sector Development Policy and the corresponding investment plan to link agriculture and industry to transform the economy, integrate sustainable development principles into Ghana's policies and programs, and reverse the loss of environmental resources. Further, there is funding a new Institute of Environment and Sanitation Studies to address the information and capacity needs in the sector for better management of natural resources. These policy interventions are for job creation, increased export earnings, food security, and supply raw materials for rural development and poverty reduction, complemented by effective rural resource management and environmental governance (International Monetary Fund, 2014, pp. 34 and 41). Thus, the current government established the Planting for Food and Jobs and the One Village, One Dam Policy to strengthen agriculture to create jobs and fight against youth unemployment.

Wetters, (2017) noted a disconnection between the government's opportunities and the type of jobs the youth want. Nevertheless, this policy is far from reality for ordinary people and contradicts the youth's view of employment. Most rural youth in Ghana do not see a future in agriculture, as indicated by CIPE's survey outcome. Support for agricultural initiatives is the lowest among 15-25 year-olds generally and the two poorest regions in

Northern Ghana. The youth of Tamale who embrace agriculture face many challenges that hinder success (United Nations Development Programme of Ghana, 2011).

The disconnection shows a lack of youth participation in the process of policy decisions and implementation in resource management and exploitations not just in Ghana but also in Africa. Turner (2007) points out the rush of industrial powers to extract Africa's natural resources for their consumption. This situation is causing environmental degradation, corruption, and human rights abuses. China is one of the significant exploiters of Africa's resources. Obviously, with influential foreigners exploiting Africa and Ghana's resources, the youth are kept far away from them. Van Gyampo (2012) found that though Ghana youth population aged between 18-35 stood at 78.7 percent in 2008, they do not participate in policy decisions and implementations

Though sustainable development is part of Ghana's natural resource management policy, Ghana and the ECOWAS sub-region suffer from environmental problems due to dumping industrial waste and dead electronics such as computers, refrigerators, household equipment, and industrial waste. The entire economic cost of poor environmental management and sanitation is estimated at over 10 percent of Ghana's GDP. One of the strategic plans to reverse natural resource degradation is to enhance community participation in environmental and natural resource management through awareness creation in communities, strengthening and developing community's capacity (International Monetary Fund, 2014, pp. 41 and 42). If Ghana manages its natural resource policies well, it can end unemployment income inequalities and curb youth economic migration.

2. 3. 2. The Contribution of Government Poor Management of Natural Resources to Youth Economic Migration

Poor management of natural resources implies incompetence in using sustainable, significant natural resources, such as land, minerals, forest, economic trees, and fisheries, to ensure a better quality of human life and environmental, social, and economic sustainability for the present and future generations. Ghana's natural resources have played an essential role in the country's agricultural and industrial development efforts. Poor management, such as unplanned exploitation to meet socio-economic needs, has caused irreparable damage to productive lands. Land degradation is one of Ghana's critical environmental problems leading to declining productivity in mounting population pressure. Thus, the people of Tamale, whose livelihood depends on agriculture, often face crops failure such that many families live in poverty and hunger, leading to migration.

Inadequate management of Ghana's natural resources has resulted in many issues contributing to youth economic migration. First, lack of an effective link between the growth of the service sector with agriculture and manufacturing sectors. There is a lack of production overlap for domestic and external markets, particularly the disconnect between agriculture and manufacturing and cocoa dominance and poor performance of crops, livestock, and fisheries. Fourth, growth that benefits the external than the internal sector and economic expansion did not satisfy the extreme poor. The income gains and poverty reduction were less pronounced in the three Northern Regions, leading to high unemployment and youth economic migration (International Monetary Fund, 2014, p. 86).

Factors increasing the vulnerability of unemployed youth aged between 15-35 years include skills and entrepreneurial development gap in the labor market, inadequate skills

training, and other support services for youth. Other factors include insufficient apprenticeship poor enforcement of rules and regulations to protect the private sector employment (IMF, 2012, p. 86).

2. 3. 3. Factors Influencing Government Poor Management of Natural Resources

Merriam Webster Medical Dictionary (1828) defines psycho-cultural as the interaction of psychological and cultural factors in the individual personality or the characteristics of a group. According to Ross's (1995) psycho-cultural theory, the slave trade and colonization created a psycho-cultural mindset through post-memory. These events can seriously influence the life and decisions of an individual, a group, and a nation in different areas, including resource management, policies, illusions, mental slavery, or migration. These traumatic events have formed part of the psycho-cultural mindset of dominated and oppressed people. Psycho-cultural factors and robust donor control have contributed to the poor management of Ghana's natural resources.

Maguire (2017) observed how past traumatic consequences seriously affected Argentinians' present sense of personal or collective identity not yet born at the time (pp. 2 & 12). Bloom (2013) confirmed that trauma is the key underlying factor that explains the behavior we see. Trauma shows itself in many ways: inferiority complex, dependency, incompetency, low self- esteem, ineffective implementation of policies, and inability to recognize one's ability and richness.

Hirsch (2012) suggested that though we are in the post-colonial era, colonization still exists as colonization and slavery continue to affect the present life of countries that have experienced them resulting from past events into the now. These events have created a dependent mindset in Africans and Ghanaians through post-memory, reinforced by

neocolonialism and neo-imperialism that subtly dominate vulnerable ex-colonies. Therefore, the study examined youth unemployment and economic migration in Tamale.

2. 3. 4. Slave Trade and Colonisation in Africa and Other Factors

Africa experienced 500 years of four different slave trades: the trans-Saharan, the Red Sea, the Indian Ocean, and the Trans-Atlantic Slave Trade, severely affecting her mindset. About 12 million Africans went into slavery. The top three countries affected were Angola: 3,626,027, Nigeria: 2,026,891 and Ghana: 1,603,335. There is a negative link between this experience, economic performance, and underdevelopment (Nunn, 2008, pp. 2 and 19). Van Dantzig (1975) suggested that places that produced and sold many enslaved people to Europeans continue to experience the severe effects of institutional breakdown and ineffectiveness (p. 258). Colonisation and the slave trade placed Africans in an inferior position, diasporisation and fragmentation of institutions, technological stagnation, ethnic fractionalization, which now carries one intense emotion and weighs heavily on the unconscious collective memory (Whatley and Gillezeau, 2011).

Trauma-Informed Resilience Framework (2017) suggested that the exposure of generations and nations to prolonged situations, such as oppression, domination, and trauma, cause deep-rooted ruptures in society. Oppressive colonialism has hindered Ghana's natural resources management, resulting in adverse effects and changes in her political, economic, and social legacies (Bayeh, 2015, p.89). According to Westphal (2015), colonial state legacies are the roots of today's African struggle, such as authoritarianism, rent-seeking, exclusionary behavior, deficient and unsustainable economic sector and institutions.

Adu-Boahen (2006) noted that the colonization of Ghana destroyed the vibrant trans-Saharan trade, which was an essential source of livelihood for the Northern Territories' (the present five regions in Northern Ghana). Kim (2015) suggested that colonialism left enduring impacts on the Institution-building processes in post-independent Ghana. Tandon (2019) observed that the West continues to impose unfair and unequal trade term agreements on Africans using the stick and carrot method. Rohr (2011) describe such attitudes so well,

All societies are addicted to themselves and create deep codependency on them. There are shared and agreed-upon addictions in every culture and every institution. These are often the hardest to heal because they do not look like addictions because we have all agreed to be compulsive about the same things and blind to the same problems. The Gospel exposes those lies in every culture: The American addiction to oil, war, and empire; the church's addiction to its own absolute exceptionalism; the poor person's addiction to powerlessness and victimhood; the white person's addiction to superiority, the wealthy person's addiction to entitlement. (p. xxiii)

As in Tandon (2019), Fanon explained that the independence did not free the black people from inferiority complex born from the colonizing process. This is especially deep-rooted in the educated black people who want to be confirmed by their white mentors. "The Negro enslaved by his inferiority, the white man enslaved by his superiority alike behaves in accordance with a neurotic orientation" (p. 436).

Beside colonisation and the slave trade, other factors also influence youth migration. Many scholars acknowledged that social media and communication fuel youth illusions and imaginations of wealth abroad, a push factor for migration. For instance, the internet facilitates migration through raising the imagination and fantasies of the youth alongside economic and political factors (Vihalemm, 2016-2017). The false advertisement of the myth of western countries luxurious living and human traffickers promise of heaven on earth fuel African youth desire to migrate . Social media makes African youth imagine

going abroad as a solution to their difficulties. They imagine the West as a bed of roses and lands flowing with milk and honey, prompting them to risk their lives that sometimes end up in premature death or face hostilities on arrival (Idemudia, 2016, paras, 3, 5 & 6 and Idemudia & Boehnke, 2010, pp. 10 and 18). Smith (2019) intimate that international donors intend to destroy Africa's indigenous traditions and cultures to globalize the continent. They do this by brainwashing African youth on the internet, social media and the offering of US visa lottery cards (p. 10). There is donors' direct interference in policy-making, implementation, and domination of the political processes in Africa (Sommers, 2017).

Many scholars who dealt with migration do not fully explain youth unemployment and economic migration. The explanations emphasize economic, climatic, political, management, and technological factors. However, little is said about the invisible internal causes, such as the psycho-cultural mindset of the migrating youth. This study aimed at evaluating these hidden psycho-cultural factors influenced by post-memory. The study sought to examine the causes of youth unemployment and economic migration in Tamale.

CHAPTER THREE: METHODOLOGY OF THE STUDY

Introduction

This chapter comprised the methodology, the research design, and the instruments used in the study. It presented the study population, sampling, and data collection procedures and addressed reliability, validity, and data analysis methods and their contribution to the study; youth unemployment and economic migration in Tamale.

3. 1. Research Design, Method and Measurement

3. 1. 1. Research Design

Research design is “the arrangement of conditions for the collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedures” (Kothari and Garg, 2017, p. 31). The descriptive research design guided this research blended with both quantitative and qualitative methods. The descriptive design aimed at describing the situation and events and examining the interaction between the factors (Selvam, 2019, p. 45). The design was relevant to this study because it is accurate, precise, and provides a framework for data collection based on in-depth interviews with detailed description of the data findings.

3. 1. 2. Methods and Instrument

Quantitative and qualitative approaches were used. Questionnaire (closed and open-ended questions) collected primary and quantifiable data. Interview guides were used to collect qualitative data. Data was collected in English and Dagbani languages to allow those not formally educated to participate.

The researcher and the research assistants explained to the respondents and interviewees that the questionnaire and interviews were for academic purpose. The information provided would be treated as highly confidential.

3. 2. Population and Sampling

Population of a study consists of that group of whom the researcher intends to draw conclusions (Babbie, 2013, p. 115). The number of respondents was 131; 15 were interviewed using structured interview guide questions, and 116 respondents responded to the questionnaire. The researcher settled on four categories of respondents: youths, formally educated or being educated, informally educated, employed, and unemployed. Moral and spiritual educators (parents, guardians, religious and traditional leaders), service providers; local government, formal educators (teachers and heads of educational institutions), NGOs, media, and policymakers.

Sampling is the procedure of selecting a representative part of the target population (Bhardwaj, p. 158). The researcher used the sample size formula of the infinite population of Daniel (1999) biostatistics to determine the sample size. The sample size formula:

$$M.E = z \sqrt{\frac{P(1-P)}{n}}$$

- where
- _ M.E is the desired margin of error=0.05
- _ z is the z-score,
- 1.96 is the critical value for 95% confidence interval
- _ ^p is a prior judgment of the correct value of p= 0.5
- _ n is the sample size (to be found)

$$M.E = z \sqrt{\frac{P(1-P)}{n}} \quad n = \frac{p(1-p) z^2}{ME^2}$$

$$n = \frac{0.5(1-0.5) 1.96^2}{0.05^2} = \frac{0.5 \times 0.5 \times 1.96 \times 1.96}{0.05 \times 0.05} = \frac{0.9604}{0.0025} = 384.16$$

$$n = 384.16$$

The study required 384 respondents according to the sample size formula of the infinite, but that was not possible due to the COVID-19 pandemic restrictions.

The researcher used a multistage sample as random sampling, snowball sampling, and purposive sampling methods. Simple random sampling was employed to select youth, community educators (the community, parents, traditional and spiritual leaders), and (service providers (educational institutions and local governments, NGOs, and media houses). A simple random sample used that gave each member of the population an equal chance to participate that enabled the researcher to reach 131 respondents.

Purposive and snowball sampling were employed for interviews. Purposive sampling chose respondents with valuable information, saves cost and time. In comparison, snowball sampling provides referrals to get samples needed for the study. After looking at the questions, one interviewee said he could not answer them and referred the researcher to three institutions he thought could be beneficial. The snowball sampling method allowed the researcher to reach her target of 15 interviews as some of the interviewees had turned down the request to interview them.

Table 1: Distribution of Participants per Category

Category	Number	Research Instrument
Youth	74	Questionnaire
Community educators (the community, parents, traditional and spiritual leaders)	30	Questionnaire
Service Providers (Institutions of education and local government), NGOs, and Media)	26	Questionnaire and interview
Policy makers	1	Interview
TOTAL	131	

3. 3. Data Collection

Having obtained the approval from HIPSIR, the researcher contacted the Ghana Immigration Service to obtain a research permit to carry out this research, then contracted, and trained two research assistants to collect data on her behalf due to COVID-19 restrictions on travel. The researcher combined an online Survey Monkey and hard copies questionnaire, sent to the research assistants to distribute to respondents. The hard copies questionnaire was because not all have access to the internet or feel comfortable with online work. Questionnaire in English and Dagbani languages were sent to the research assistants to distribute to the selected respondents. The research responses were collated into a document and shared with the researcher via email added to the online answers. The team maintained communication throughout the data collection period for research team communication.

3. 4. Research Site and Time Frame

This study took place in Tamale North Sub-Metropolitan Area in the Northern Region. It is a savanna grassland area with one rainy season a year, which can be sporadic and is home to the native Dagomba people. The dominant religion is Islam and traditional spirituality, but a few Christians. Tamale's economic potential is rife with significant natural resources such as arable land for agriculture, shea-trees, Dawa Dawa trees, baobab trees, gold, good oil for brick manufacturing, non-timber forest products, and accessible markets. Despite these resources, Tamale remains one of the economically disadvantaged areas in Ghana, causing youth unemployment and economic migration.

One of the research assistant was a native of Tamale, as such the researcher invited

him to be with her during the interviews. This gave the interviewees confidence to respond to the questions as honestly as possible.

This data collection was undertaken in stages due to COVID-19 restrictions on movement. First, two research assistants and online Survey Monkey completed the questionnaire from 28th September to 28th October 2020. Then the interviews were conducted later by the researcher when the researcher could travel assisted by one research assistant. Interviews were conducted within half a month from 14th December to 18th December 2020. Due to the Christmas holidays, they had to continue on 20th January to 28 January 2021 and the last on 2 February.

3. 5. Reliability and Validity of the Instruments

Reliability and validity are fundamental to social science research. To attain reliability, the researcher intended to administer the same instrument twice to the same group (test-retest techniques) to obtain the reliability of the measuring instruments. This was not possible due to the COVID-19 pandemic restrictions. The research assistants undertook a pretest of the research instruments with ten people and the interviews with two people to get a feel of the questions.

The feedback received informed edits in the data collection tools questionnaire and interview questions to avoid bias and ambiguity before administering them, which maximized reliability. The researcher included a more comprehensive representative sample; service providers, policymakers, and respondents based on their experience with the youth to test validity and ensure balanced valuable information on youth unemployment and economic migration.

3. 6. Research Limitations

COVID-19 pandemic restrictions imposed restrictions on travel and movement caused some interruptions in the process of data collection. It also limited the studies in that more people would have been reached, which was not possible

Language barrier: Data was collected in English and Dagbani languages to allow those not formally educated to participate. Consequently, some of the responses were given in the local dialects and translated to English for data capturing by the researcher. Considering the report in English, some information may have been left out or misinterpreted during the translation.

The researcher wanted to ensure a significant gender balance by giving out equal number of questionnaire to both male and female in the different categories of the respondents. Nevertheless, at the end more male respondents returned their responses than female respondents. For the interview, the researcher identified fifteen institutions that deal with youth education and in anyway. Out of the fifteen heads of institutions interviewed, there were only two females and thirteen were male.

3. 7. Data Analysis

The researcher used the Statistical Package for Social Science (SPSS) version 2.1 to analyze the quantitative data. Cross-tabulation was used to identify the frequency of respondents per category, simple frequency tables, graphs, and pie charts for the questionnaire. Qualitative data was analyzed into themes aligned with the research objectives and presented narratively to complement quantitative data. Information was coded for easy identification of who said what.

CHAPTER FOUR: DATA ANALYSIS AND PRESENTATION

Introduction

This study was an investigation of youth unemployment and economic migration from a resource-rich Tamale to the southern regions of Ghana. The research assessed the following questions: What is the Perception of Youth on sustainable economic quality of life? What are the motivational factors driving youth economic migration to the Southern Regions of Ghana? How do the government's natural resource management strategies contribute to youth economic migration? What should the government do to address youth economic migration from Tamale to the Southern Regions of Ghana?

Mixed methods (quantitative and qualitative) were used to analyse this research. The researcher used questionnaire for quantitative method and structured interview for qualitative method aimed at acquiring more information from the selected respondents. The data generated by the questionnaire were analysed and enriched by the interviews to explain and support the findings.

The research questions were answered from the findings by identifying the key variables of each research question. The research used Statistical Package for the Social Science (SPSS) to code the quantitative data

4. 1. Background Information

This section presents data of respondents' age, gender, level of education and employment. Participants were classified into four categories in this study, the youth and policy makers on their own while moral and spiritual educators (parents, traditional and religious leaders) were classified together as well as service providers (Institutions, NGOs and Media) together.

4. 1. 1. Demographics

Table 2: Respondents Categories

Categories	Frequency (f)	Percentage (%)
Youth	74	56%
Community guides (the community, parents, traditional and spiritual leaders)	30	23%
Service Providers (Institutions (education and local government), NGOs and Media)	26	20%
Policy makers	2	1%
TOTAL	131	100

Of the 131 respondents, 56 % (74) were youth, 23% (30) were moral and spiritual educators, 20% (26) were service providers, while policymakers were the least represented 1% (2). The classification of respondents helped to check the validity of the responses from various respondents

4. 1. 2. Gender of Respondents

Table 3: Gender

Gender	Frequency (f)	Percentage (%)
Male	81	62%
Female	50	38%
Total	131	100%

Out of the 131 respondents, four respondents' did not respond to the questionnaire properly. They were eliminated and the respondents remained 127. Out of the 15 heads of institutions interviewed, only two were females and thirteen were males. The reason being that Ghana is still a male-dominated society when assigning higher positions in private and government organizations and institutions. Males have more opportunities to get these higher positions than females. Another reason is that women play a significant role in fending for their families, and hence many were not available during the study. For this

reason, the research got back fewer responses from female respondents. Thus, 62% (81) of the respondents were males, while 37% (50) were female.

4. 1. 3. Age of Respondents

Table 4: Age Categorization

Age Range	Frequency (f)	Percentage (%)
15-25	25	19%
26-35	48	37%
36-45	37	28%
46-55	15	11%
56-65	6	5%
Total	127	100%

The majority of the respondents, 37% (48), were aged 26-35 years, followed closely by the 36 – 45 years, who constituted 28% (37) and 19% (25) of those aged 15-25. The high frequency of those aged from 15 to 35 denotes the youthful nature of Ghanaian society. The 36-45 years group represented those holding elevated positions in government offices. Respondents' 46-55-year-olds scored 11% (15). This category holds higher positions in government offices. Some respondents aged 36- 65 have interacted with the youth as parents, grandparents, leaders, mentors, or elders. The different age groups, backgrounds, and experiences gave the researcher confidence that the respondents were knowledgeable on the content of this study.

4. 1. 4. Respondents Level of Education

Table 5: Respondents Level of Education

Level	Frequencies (f)	Percentage (%)
No formal education	6	5%
School dropouts	3	2%
Junior High School	2	1%
Senior High School	22	17%
Technical/Vocational School	6	5%

Professional Training	6	5%
Technical University	21	16%
University	65	49%
Total	131	100%

The different levels of respondents' education, reasoning and understanding was useful in this study. Forty-nine percent (49%) (65) of the respondents had gained or were in the process of attaining university education. The second category was the Senior High School 17% (22). The third group was Technical University with 16% (21) followed by Technical/Vocational Schools 5% (6), Professional Education 5% (6), no formal education scored 5% (6), school dropouts scored 2% (3) and Junior High School 1% (2). The highest level of education comprised of those with or in the process of attaining university degree. Some of these respondents are holding high positions in institutions both government and NGOs that deal with youth matters. This showed that the study purposively targeted this population to ensure that only those who were knowledgeable in youth economic migration would provide information on this subject. Those with lower education such as parents and moral guardians, contributed their grassroots experiences about the subject

4. 1. 5. Respondents Employment Categorization

Table 6: Respondents Employment Categorization

Employment Categories	Frequency (f)	Percentage (%)
Employed	11	8%
Self-employed	24	18%
Employed by the Government	41	31%
Employed by the Private Sector	16	13%
Unemployed	39	30%
Total	131	100%

In fact, 31% (41) of respondents were government employees most of whom were within the age group of 36-45 and above, which brought out the relationship between the

government and the youth. Then, 30% (39) of the respondents were unemployed and they constituted the youth aged 18 – 35 years old and self-employed 18% (24). The last group is the employed that constituted 8% (11).

4. 2. What is Youth Perception on Sustainable Economic Quality of Life

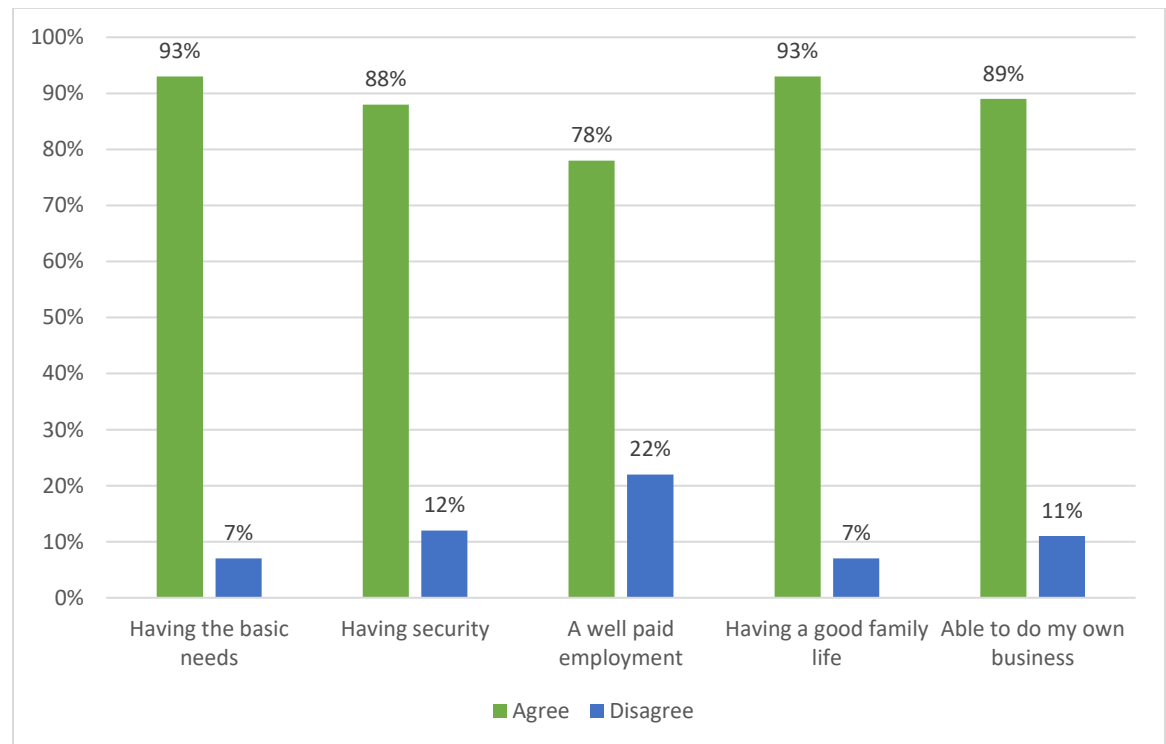
Carcaba, Gonzalez, Ventura and Arrondo (2017) attributed an excellent quality of life to good governance in using power to manage a nation's economic and social resources for development. Good governance is the interplay between governments and other social institutions in link with citizens, decision-making, and accountability. Thus, good local governance needs to achieve high levels of social, economic, and environmental welfare through local authorities, businesses, the voluntary sector, media, and so on (pp. 1 & 2). While Bakhouché & Buheji (2019) regarded quality of life to include life satisfaction, physical, mental and social wellbeing, family, education, employment, social relationships, basic needs, values, health, just to mention a few.

The International Covenant on Economic, Social, and Cultural Rights (positive rights) spelled out the rights of every person to include affordable housing, food, clean and safe drinking water, freedom from hunger, a clean environment, affordable healthcare, and education. These rights guarantee positive freedom as opportunities for well-being and safeguard the individual's dignity. The state has the responsibility to ensure their fulfillment. The inclusion of socio-economic rights in a country's constitutions showed the importance of safeguarding individuals' most basic interest to access resources necessary for their well-being (United Nations, 1967). In furthering these rights for all, the United Nations 2030 Agenda for Sustainable Development adopted the 17 Sustainable Development Goals (SDGs) to ensure peace and well-being for humanity and the planet

now and in the future. Notable among the SDGs is ending poverty and hunger, good health and well-being, quality education, gender equality, clean water and sanitation, decent work and economic growth, and inequalities (United Nations, 2015).

The Ghanaian Constitution recognized the right to human dignity, some economic, social, and cultural rights. However, there is no mention of the right to affordable housing, food, clean and safe drinking water, freedom from hunger, a clean environment, and affordable healthcare. Maslow's hierarchy of needs is shelter, employment, family, security, independence, health, and self-esteem. Thus, the researcher sought to understand what the youth perceived as good quality of life.

Figure 1: Respondents Perception of a Good Quality of Life



The majority 93% (103) of the respondents agreed that having the basic needs such as access to health care, essential nutrition, a clean environment, sanitation, and quality education amounted to a good quality of life, while 7% (9) disagreed. An educator

affirmed, “Every human being wishes to live a good quality of life such as access to food, primary health care, shelter, quality education, decent living, etc.” A principal noted,

From my perspective, I would say that a life of contentment is considered a good quality of life. If you are content with what you have, you will live a good quality of life as an individual. Others will say the basics; you need food, clothing, and shelter. (R. 126)

When it comes to personal safety and security, 88% (98) respondents opined that it contributed to a good quality of life. The head of local government noted that they provide access to essential services such as water, electricity, food, and sanitation. They also offer security services, participatory governance, and development (R., 122). However, 12% (14) of respondents disagreed.

Regarding a well-paid employment to provide good quality of life, 78% (87) of respondents agreed, while 22% (25) disagreed. A lecturer noted that one needs education to secure a job for sustenance. He further stated,

Suppose you talk of a good quality of life, in that case, people should be gainfully employed, earn a salary that can at least give them three square meals a day, be able to afford their own house or perhaps rent a decent accommodation, be able to send their children to school and pay for school fees. (R., 115)

As for having a good family life to have good quality of life, the findings showed that 93% (102) of respondents affirmed while 7% (10) disagreed. A health educator stated,

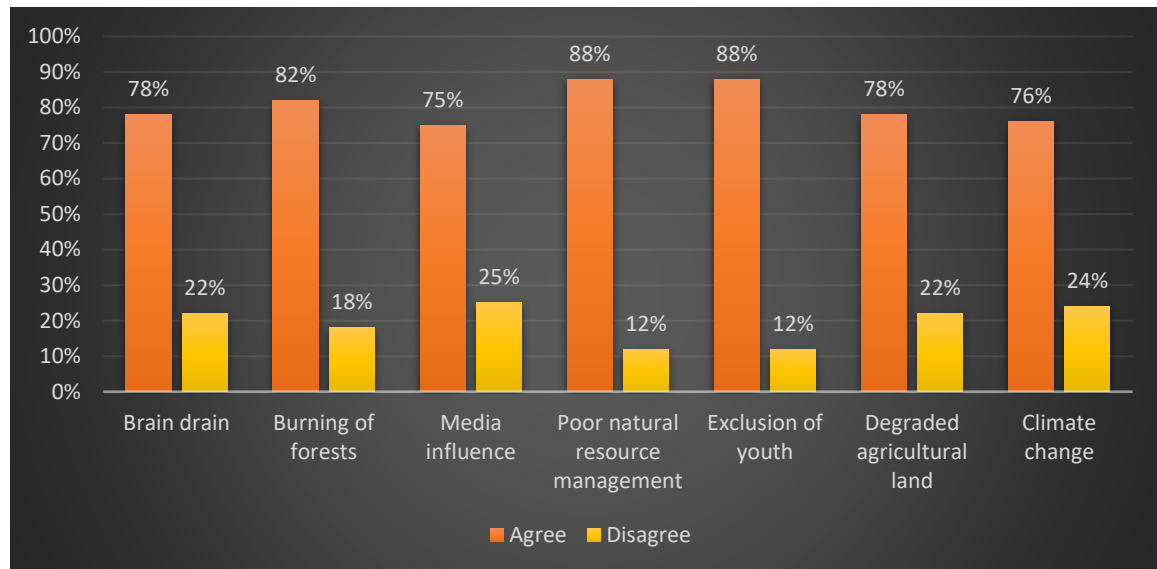
Good quality of life comprises good health, social capital, and interpersonal relationships. It would help if you had an excellent network and good interpersonal relationships with friends, family, and communities. When that is there, you feel that everything of yours is moving on well. These things have an impact ultimately on even our health. (R., 117)

Many respondents considered doing my own business as a significant contributor to a good quality of In this regard, 89% (98) of the respondents agreed to its importance while 11% (14) disagreed. One of the respondents narrated,

The north is beginning to open up; you see markets are opening up now. The youth can decide to go to the south, bring merchandise we don't have in the north, and sell. The surrounding villages around Tamale also come on market days to buy goods for resale or personal consumption. The youth can come together and do business. When you want to

take loans from banks, they generally ask for collateral, and most youth cannot provide, but they can come together, save what they have, and start self-sustaining businesses. That is another way of sustainability. (R., 115)

Figure 2: Factors Depriving Most Youths in Tamale of Attaining Good Quality of Life



Brain drain has both positive and negative consequences not just for the individual but also for the nation. The adverse effects of brain drain on a country's development increase poverty leading to unemployment depriving most youth of attaining good economic quality of life. Besides mentioning it in the literature review, 78% (86) of respondents found it depriving most youth of good quality of life, 22% (26) disagreed.

Bush burning can lead to the loss of lives, livelihoods, and infrastructure and increased morbidity and mortality due to the smoke. The social and economic cost of rebuilding destroyed infrastructure has long-term adverse effects on physical and mental health, damage water catchments, and potential effects on the global carbon cycle 1 (Johnston, 2009, p. 720). From the findings, 82% (90) respondents affirm that burning of the forest deprives most youth of good economic quality of life, while 18% (22) disagreed. An environmentalist stated,

when you burn, you are not only destroying the natural environment; you are disturbing the ecosystem, and you are also providing opportunities for sicknesses. You provide dioxides and other hydrocarbons into the atmosphere, creating problems. Those with asthma, babies, pregnant women, and even the familiar environment, rainfall patterns, and others are affected. (R., 125)

Scholars recognize the influence of the media on the youth, which influences their behavior, attitudes, self-esteem, and self-awareness, resulting in narcissism and materialism (Valkenberg and Piotrowski, 2017, pp.25 and 150). As such, 75% (82) of the respondents agreed that media influence deprives most youth of good economic quality of life, while 25% (30) disagreed. A youth educator added,

So the westernization of our society is what is creating this problem. We are swallowing whole cans all the western concepts; we are not sorting them out to see those relevant to our situation and then applying them appropriately. We are just taking everything, block, and then that is what is killing us. Today in our homes, even in my own house, there are things you may be looking at you may not correct. (R., 126)

If any resources be it natural or other are well managed, they can improve the quality of life of the citizens. However, the findings showed that 88% (98) of respondents affirmed that the natural resources in Tamale are poorly managed that deprived most youth of good quality of life and 12% (14) disagreed. A local government official observed,

If you take the Nyoihini road, you will see that part of the forest hosts petty traders who go to the chiefs and other opinion leaders to get the portions of the forest. So, though there is a deliberate policy by the central government to protect our forests, not only in the Northern Region but across the country, ours is not yielding the needed results that we want to see. (R., 113)

Van Gyampo and Obeng-Odoom, (2013) opines that youth exclusion from policy implementation in the postcolonial era can create a dormant youth whose potential for national development remains untapped, undermining the youth's initiative, zeal, enthusiasm, and self-confidence needed to overcome poverty and underdevelopment (p. 142). Social exclusion can lead to loss of power, voice, and independence and disparity in

income distribution, making one vulnerable to exploitation and humiliation, poor health and education, lack of infrastructure and social services (Khan, 2015, pp. 6 and 7).

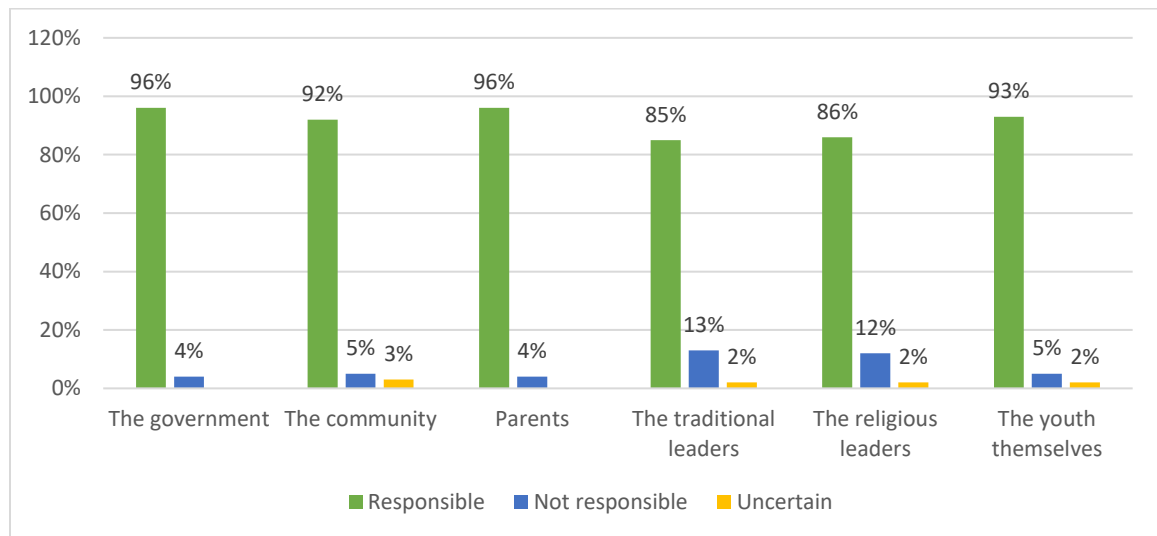
From the findings, 88% (98) of the respondents agreed that the exclusion of youths from natural resource management deprived most youth of attaining good quality of life, while 12% (14) disagreed.

Land degradation and climate change are interconnected as affirmed by respondents to have severe effects on people's livelihood, leads to poverty and hunger, affects agriculture and settlements (Muloo, Kimiti, and Kauti, 2019, p. 5). In this light 78% (86) affirmed land degradation deprived most youth of good quality of life and 22% (26) disagreed. A lecturer noted,

When we were children, we heard that farmers would go into the bush and start farming. These days, if you don't have money to hire the services of a tractor, you cannot cultivate. If you don't have money to buy fertilizer or weedicide to spray, you cannot farm (Interview, on 16 December 2020).

The consequences of climate change, such as desertification, drought, floods, and so on, severely impact humans' lives. Thus, 76% (84) respondents see climate change depriving most youth of good quality of life and 24% (28) disagreed. Tree planting is advocated for change by reducing the heat in the temperature.

Figure 3: Responsibility of Government and Other Stakeholders in Ensuring that the Youth Attain a Good Economic Quality of Life



The University of Ghana (2020) held a Stakeholder Engagement African Policy Dialogue that revealed that Ghana has a severe structural problem to provide sustainable employment opportunities and decent jobs for her many youths since its independence. Educated youth have a higher rate of unemployment than the uneducated. Thus, the government ensures that the youth attain a good economic quality of life (p. 50). From the findings, 96% (107) respondents agreed that the government has the responsibility to ensure that the youth attain good economic quality of life. On the other hand, 4% (5) said that the government is not responsible. The government could embark on options such as research to lead to a solid educational policy of standardization and holistic approach to education, reform-diversification of educational courses, link academic and industry/workspace, natural resource and Technical/Vocational Educational Training (TVET). One of the respondents noted that the government should create more jobs for the youth in Tamale as development was concentrated in the Southern Regions.

National Association for Gifted Children (May 2021) stated that parents, educators, and the wider community are responsible for supporting all children or youth to attain their personal best to growth and development, including their intellectual, social, emotional, and physical domains, starting at home. Thus, 92% (102) of respondents believe that the community must ensure that youth attain a good economic quality of life. Few respondents, 5% (6) said that the community is not responsible and 3% (4) did not commit themselves.

On the same note, parents need to be involved with their children and collaborate with schools and resource persons in the broader community to nurture their children's specialized learning needs (National Association for Gifted Children, May 2021). Therefore, 96% (107) respondents affirm parents' responsibility in ensuring that the youth have quality of life, while 4% (5) said they are not responsible. Similarly, 85% (94) respondents gave responsibility to traditional leaders in this regard, 13% (15) said traditional leaders have no responsibility and 2% (3) were uncertain.

While, 86% (96) respondents found that religious leaders have the responsibility to ensure that youth attain a good economic quality of life, 12% (13) found no responsibility on the part of religious leaders to ensure that youth attain good economic quality of life and 2% (3) were uncertain.

Many respondents 93% (103) found that the youth have a share in this responsibility to ensure that they attain a good quality of life. However, 5% (6) disagreed and 2% (3) were uncertain.

4. 3. What are the Motivational Factors Driving Youth Economic Migration to the Southern Regions of Ghana?

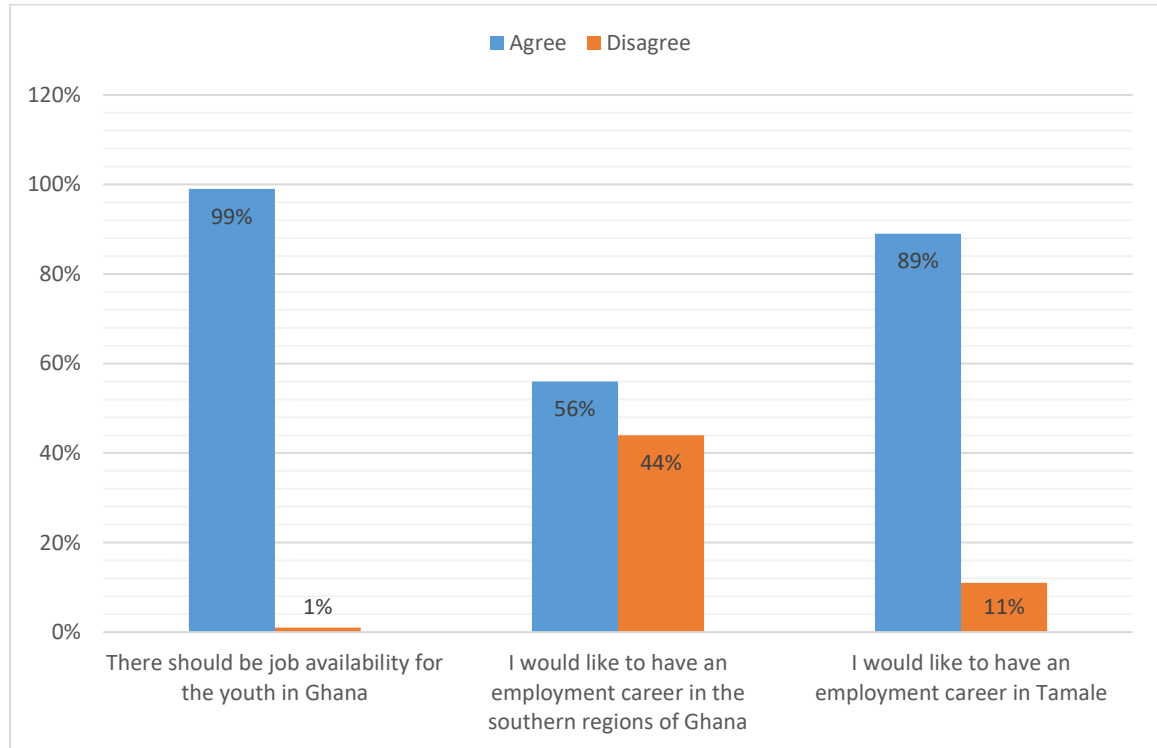
4. 3. 1. Opportunities that can Provide Good Quality of Life for the Youth

Maslow's (1943) hierarchy of needs presents a theory of motivation that notes five aspects of human needs that propels individual behavior. Thus, the researcher endeavored to ascertain the motivational factors that may influence Tamale youth's migration decisions to the Southern Regions of Ghana through various questions. The 2000 Ghana Population and Housing Census indicated between 16.6% and 10.4% of unemployment rates of the economically active population aged 15 years and over. There are about 700,000 unemployed graduates (Biney, 2015) and that close to 7 in every 10 (68.8%) unemployed persons or 860,740 is a youth within the age group of 15-34 (Ghana Statistics Service, 2016).

Employment opportunities make it possible for the youth to access employment after completing their education for skilled workers and menial jobs for unskilled workers. These opportunities vary according to those searching for work's education level or competencies. In this question, respondents perceived various jobs as viable economic opportunities for Tamale youth.

Several factors are needed to provide economic opportunities for the youth. These include social and economic opportunities, namely adequate access to sanitation, safe and accessible drinking water, quality education, healthcare, nutrition, technology, and innovation (United Nations, 1992). Thus the absence of these lead to deprivation of economic opportunities. According to the respondents, providing jobs for the youth will improve the financial sector and prevent crimes, prostitution, and poverty.

Figure 4: Viable Economic Opportunities as Perceived by Respondents



Development is more visible in the southern triangle of Accra, Kumasi, Takoradi, and the southern zone that has many employment opportunities. Thus, the southerners despise some job opportunities, such as farming in the cocoa farms, menial jobs in the mines, and kayayee that attract Tamale youth who lack these opportunities to the Southern Regions. Not all respondents consider moving to the southern regions of Ghana as a viable economic employment opportunity. Labour is mobile, and one could have an opportunity to work in either the South or North (R 004). However, the land is more fertile in the south and has two rainy seasons” (R 005). Conditions are more favorable in the south than in the north, making the south attractive (R 032). There are only a few economic opportunities in Tamale (R 071). A lecturer noted the disparities between the north and the south regarding economic opportunities as below,

When you look at our country, the northern regions, all the areas that form the north are poor. If there is time, we could have gone back to history. We all know why the north is poor. When our colonial masters came, they settled in the south because they went through the sea and settled in the coastal areas, so the southern sector is more developed than the northern part. (R., 115)

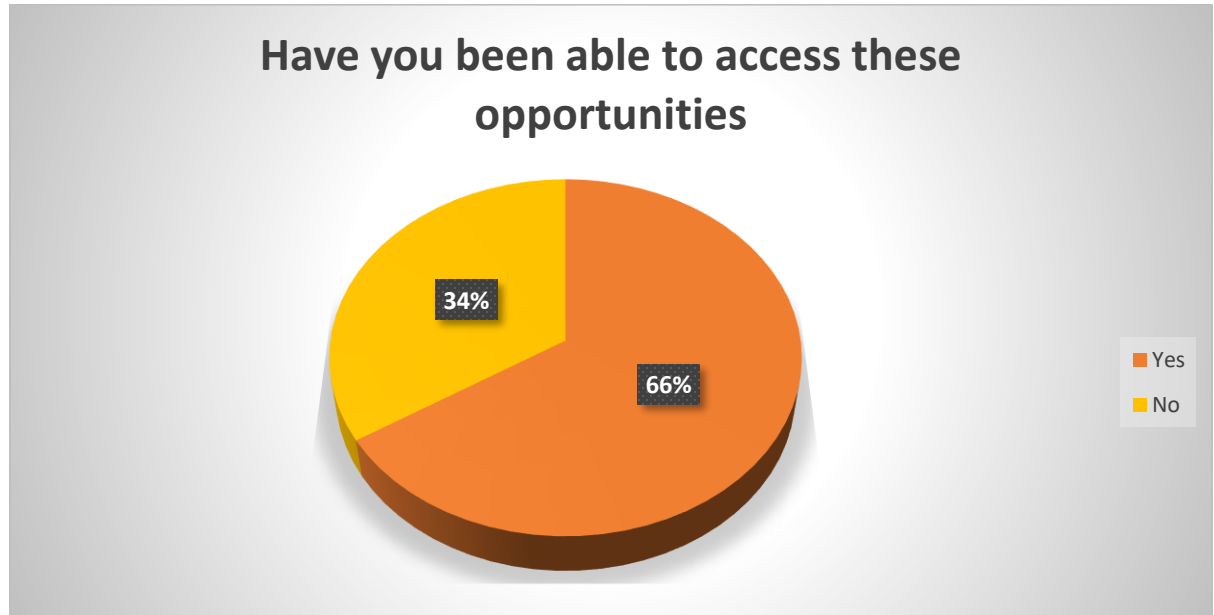
Majority, 99% (110) respondents affirmed that having job opportunities in Ghana is a viable opportunity that would reduce youth economic migration, while 1% (2) disagreed.

Regarding having job opportunity in the Southern Regions of Ghana as viable economic opportunity, 56% (62) respondents agreed. However, 44% (50) would not like to have a job in the southern regions as viable economic opportunity.

Furthermore, the findings indicated that 89% (98) of respondents would prefer to have employment in Tamale as a viable opportunity. There would be no need to travel searching for a job (R 026). Meanwhile, 11% (14) disagreed to have employment in Tamale as viable economic opportunity.

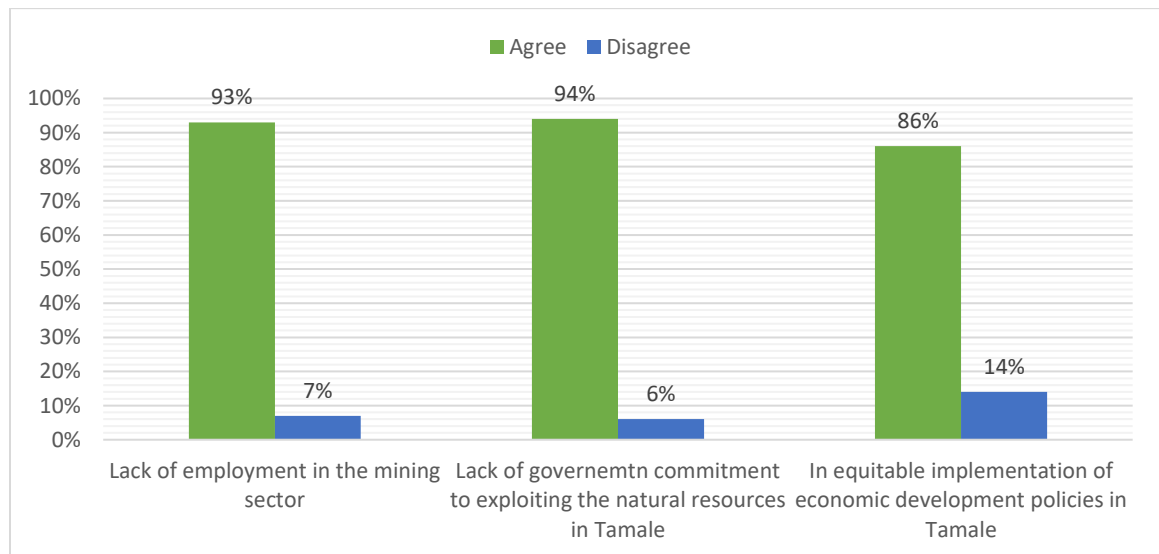
The respondents' other economic opportunities include training in welding, fabrication, artwork, mango, shea and Dawa dawa plantations, business consultancy, and hospitality industries. Furthermore, “weaving, tailoring, hairdressing, and smock making (R., 117).

Figure 5: Access to Economic Opportunities



From the findings, 66% (74) of the respondents believed youths have no access to these opportunities as they have been politicized and left in the hands of a few. You have to know someone or have a relative in a higher office to benefit (R004). However, 34% (38) believed that youth have access to these opportunities.

Figure 6: Factors Contributing to Youth Unemployment



The literature review pointed out that, the 1992 Constitution charges the government with the responsibility of providing means of livelihood, employment, even and balanced development of all the regions and all parts of each region of Ghana. Furthermore, the government is responsible for improving the conditions of living in rural areas, and dealing with developmental imbalance between the rural and the urban setup, ensure freedom, equality and justice for all citizens (Constituteproject.org, 2013). However, we see development concentrated in the Southern Regions. For instance, there are many mining companies' activities and manufacturing industries in Southern Ghana, such as electronics, cars, electric cars, automotive and light manufacturing, aluminum smelting, food processing, cement, small commercial shipbuilding, and small glass-making industry. Nevertheless, the opportunities that could have employed Tamale youth are either non-existent or very limited resulting to an unemployment crisis, forcing Tamale youth migration to the Southern Regions.

From the findings, 93% (104) of the respondents see youth unemployment problem to result from a lack of employment opportunities in the mining sector, and 7% (8) disagreed. However, one respondent noted that the government had opened a Mineral Commission Office in Tamale to map out natural resource exploitation strategies. (R., 013). For a government official, the factors include lack of quality education and skills training and sheer laziness (R., 116)

According to 94% (105) of respondents, lack of government commitment to exploiting the natural resources in Tamale contributed to youth unemployment and development, while 6% (7) disagreed. The exploitation and development of natural resources is primarily in individuals and non-governmental agencies (R., 019). However,

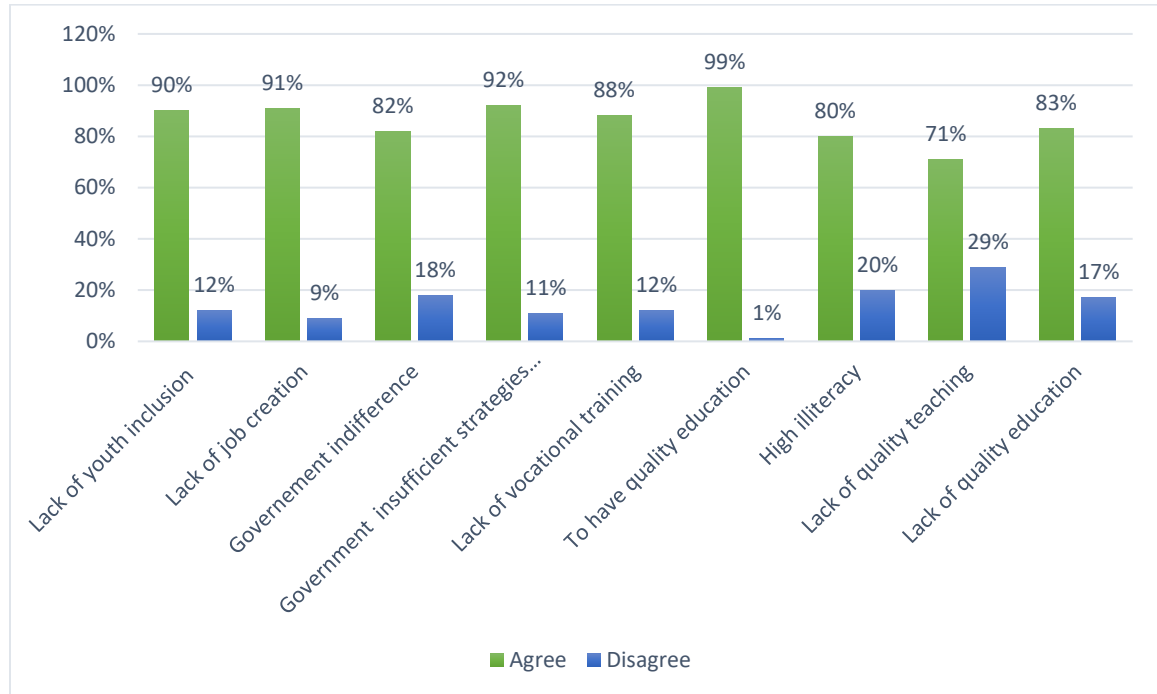
the Northern Development Authority (NDA) conducted a natural resource mapping exercise in Tamale during this research (R., 058). There are limited employment opportunities in the mining sector. However, one respondent noted that the government had opened a Mineral Commission Office in Tamale to map out natural resource exploitation strategies. (R., 013).

Since Ghana's independence in 1957, the government has continued to perpetuate the segregation colonial development policies in favor of the Southern Regions. Similarly, urban areas are more developed than the rural areas in the Northern and Southern Regions, creating a vast socioeconomic inequality between the North and the South and between rural and urban sectors (Oduro, Peprah and Adamtey, 2014, p. 30). The majority 86% (96) of the respondents agree that the inequitable implementation of economic development policies in Tamale has contributed to youth unemployment and, consequently, youth economic migration. A University graduate stated,

I have had problems with our southern counterparts when they want to look down on northerners, use derogatory terms, etc. We have even done well looking at where we are coming from. You people have all the infrastructure, education, and so on. The white man came to your land first before they came here. (R., 115)

However, 14% (16) respondents disagreed.

Figure 7: Factors Contributing to Youth Economic Migration in Tamale



There are countless reasons for human migration, from basic needs to psychological and physical issues. Kwaky, Anarfi, Tagoe and Castaldo (2009) noted that the development pattern inherited from the colonial administration since independence and all the development programmes in the post-colonial era widens more the North's relative disadvantaged socioeconomic position. Both colonial and native governments were intentionally developing the forest and coastal belts to produce minerals, cash crops, and timber for export, facilitated by creating transport links, ports, and harbors on the coast. However, the North has been excluded that causes spatial dichotomy with a relatively developed South and mostly underdeveloped North. Ghana's dichotomous (divisive) development pattern was the push factor for economic migration to the Southern Regions for jobs in agricultural areas and mining towns.

From the findings, 92% (102) of the respondents agreed that government's insufficient strategies for job creation are a motivating factor for youth economic

migration. Respondents noted that if there were opportunities in the North Ghana, they would not migrate to the south, and the government needed to prioritize equal development (R. 100 and R. 95). Few respondents 5% (6) disagreed and 3% (4) were neutral.

Global Migration Group (2014) note that migration provides many opportunities such as education, employment, possessions, personal growth and empowerment to young people that may be lacking in their places of origin. Further, there is hardly any policies and practices established to broadly address the challenges confronting young migrants. In addition, the majority of the youth have to deal with unemployment, discrimination, exploitation, social exclusion, and the absence of social protection (p. 1). The findings showed that 90% (100) of the respondents agreed that the lack of youth inclusion in economic development planning and implementation policies is a crucial driver of youth economic migration. When not backed by influential actors and youths, public opinion and policy are not considered. However, one of the respondents had a different view,

I highly doubt that the government's strategies and policies are inclusive. However, I don't blame the government for this but rather the inhabitants of Tamale, who are primarily unconcerned about their development. They do not take an active role in policy development and are consequently left out. (R. 023)

However, a few respondents 10% (12) disagreed.

Furthermore, one of the driving factors for youth economic migration is the search for decent livelihoods because of lack of employment and under-employment, unacceptable working conditions, and poor economic prospects in migrant countries or areas of origin (Global Migration Group, 2014). Kwaky *et al* (2009) added that the ongoing migration from north to south is sustained by the perception of more availability of socioeconomic opportunities in the Southern Regions. A youth stated that the Northern

Region's poverty forced the youth to migrate to the Southern Regions for employment” (R. 087).

Van Gyampo (2012) argues that in the traditional and precolonial era, the youth's role was to implement and develop policies formulated by the chief and his council of elders. After independence, different regimes mobilized the youth as instruments for development, whereby they utilized the youth's zeal, potential, and enthusiasm to implement policies formulated that made development outcomes tangible. However, since the Fourth Republic from 1992, youth participation in implementing development policies and programmes meant to benefit the youth was by chance since the youth have been excluded from playing any formal role in the development policy implementation. Activities intended for the youth are implemented by agencies that lack expertise in youth development.

The importance of economic growth is related to its effects on the citizens' quality of life through creating enough good quality jobs. Despite the significant growth of Ghana's economy to reach 15% in 2011, Ghana was unable to sustain this growth, looking at the level, quality of education, and skills. However, the strong growth failed to provide decent jobs and improve people's incomes and livelihoods (Aryeetey and Baah-Boateng, 2015). The depths of Ghana's economic growth and increase in 1984 happened in the south, a pull factor for migration (Kwaky, *et al.* 2009). Thus, 91% (101) of the respondents affirmed that the lack of corresponding job creation with economic growth contributed to youth economic migration affirmed by 91% of respondents, but 9% (11) respondents disagreed.

The government's failure to create enough jobs for the youth in Tamale amidst high

economic growth drives youth economic migration. This was regarded by 82% (92) of respondents as government indifference to the plight of the youth. An educator stated,

You see all the cars and the beautiful buildings, but the youths are sitting on the streets without jobs, and I can say for sure that this is one reason, lack of education. On the part of the youth too, they are looking for employment through politicians and political parties. Youths rely too much on politicians instead of generating or starting initiatives of their own. So, they are sitting there waiting for politicians to come and give them handouts, and the politicians will only come when it is political season. When it is not the political season, many are unemployed; you see them seated on the streets doing nothing (R., 115).

An immigration officer said that the disintegration of the extended family system, self-centeredness, selfishness, greed, cultural breakdown, loss of values, need for education, chieftaincy, and economic situations drive youth economic migration (R., 121). Other driving forces include peer influence and lack of harnessing the natural resources to create jobs for the youth (R., 121). Meanwhile, 18% (20) respondents disagreed.

When it comes to development strategies, 86% (98) of respondents agreed that government insufficient development strategies contribute to youth economic migration. However, 11% (14) disagreed.

There is an interconnection between education and employment opportunities. The Ghana Statistical Service (2016) noted a high literacy rate in Ghana for 11 year olds and above at 63.0% for males and females. This study found a high literacy rate among respondents, as indicated in figure 1. Males carried 71.8% while females had 55.5%, urban areas 74.5%, and rural 50.1%, showing a higher literacy rate than rural areas. There are over forty privately owned university colleges in Ghana, over five hundred secondary and technical schools, and over twenty-six thousand primary schools. Thus, between 250,000 and 300,000 graduates were produced yearly by the over 48 Universities in the country for the job market, with no coordinated strategies to deal with the unemployment facing the youth today (Biney, 2015).

Education is an asset and human capital worth investment to augment productivity and raise individual and social benefits. Education facilitates the entrance into the job market, where high productive workforce requires a well-educated workforce. Other criteria for employability include education that promotes skills development and entrepreneurship, technical and vocational, fundamental and interpersonal skills (Aksoy, 1998). An educator stated

with formal education, we now have many more chaps in school than was the situation. Some of them, for some reason, are unable to complete school, drop out of school, and don't have employable skills. So first, the youth do not have employable skills such that even if you want to employ them, you are looking at the investment you have to put into them to make them employable. Second, today's youth is not ready to go through sacrifices, as was the case. Third, this sakawa thing I was talking about has stopped many youths from school. This is because they engage in it; they make monies, make such dirty monies in no time that they have no respect for anybody. Can you imagine that sakawa would say that he would demolish all schools if he had the authority? There is no point in going to school because he has not gone through the formal setting and has made a billion cedis. But I mean dirty as those monies are, they are short-lived, they don't go very far.-(R. 126)

Our education is theoretical and not practical training that leads to unemployment (R. 118)

Technical and vocational education equip the youth with practical skills to prepare them to access employment in institutions or gain self-employment. With the scarcity of white-collar jobs, youth who lack practical skills find it hard to find work. From the findings, the government should invest in technical and vocational education to equip the youth of Tamale with apprenticeship and entrepreneurial skills (R 034). From the findings 88% (97) of the respondents agreed that lack of vocational training institutions to empower the youth with employable skills drives migration. Further, the government needs to provide the youth with skills to use and exploit natural resources such as arable land, shea trees, Dawa Dawa trees, and baobab trees to manufacture products for the market. However, 12% (15) disagreed and 5% (6) neutral. Respondents noted lack of seriousness in technical and vocational skills training in academic institutions and lack of skills training

centres to train those not formally educated. There is also lack of mentorship and entrepreneurship training (R., 122 and R., 123)

Quality education improves chances for employment opportunities. All the respondents 99% (110) agreed to the importance of having quality education system in educational institutions in Ghana to ground the youth to create and innovate to prevent youth migration. Its lack can be a push factor for migration. A youth affirmed that it is essential for every Ghanaian to have an excellent educational background as a stepping-stone in achieving their goals (R 018). Irrespective of the location, there should be quality education for skills development, job opportunities for the youth to self-sustenance and eradicate social vices (R 065). One respondent noted that the biggest problem is lack of adequate and quality education in the country due to the custodian education that Ghana has at present. This does not help the youth self-development and the development of the country (R. 120). However, 1% (2) of respondents disagreed.

Although Ghana has a high literacy rate, the Northern Region, where Tamale is, has the lowest literacy rate of 34.5% (Ghana Statistical Service, 2016) in the country. Although education in Ghana is supposed to be free, parents bear a heavy financial burden, which some parents cannot afford. Thus, 80% (89) of respondents believe that high illiteracy levels deprive most youth of employment opportunities that encourage migration. A mentor noted that those without education certificates would not be employed even if there were vacancies. An Immigration Officer narrated,

Our problem starts from illiteracy. In this part of the world, most people are not educated. Primarily, our village folks have no resources apart from farming in the villages, which most engage in. A minor or a person of age from the household would move to the south, risk their lives sleeping outside, and carry loads that might affect their health with heart and respiratory problems that they are ignorant of. They will raise money, go around buy things, gather them and come to the village, and they are celebrated as heroes. Parents will

push their girls also to go out and look for such things, and when they get them, they come to marry. (R., 121)

However, a few respondents 20% (23) disagreed.

In terms of educational policies, Ghana keeps changing its educational system. Still, no radical change in the content and quality. A respondent in the education sector noted that the system produced many misfits. A government representative indicated that,

Youth unemployment results from several factors: low performance of both the public and the private sectors, poverty, demand for white-collar jobs, absence of development projects, lack of marketable and expansion of informal sector to boost productivity, and lack of industries to absorb unemployed youth. (R., 122)

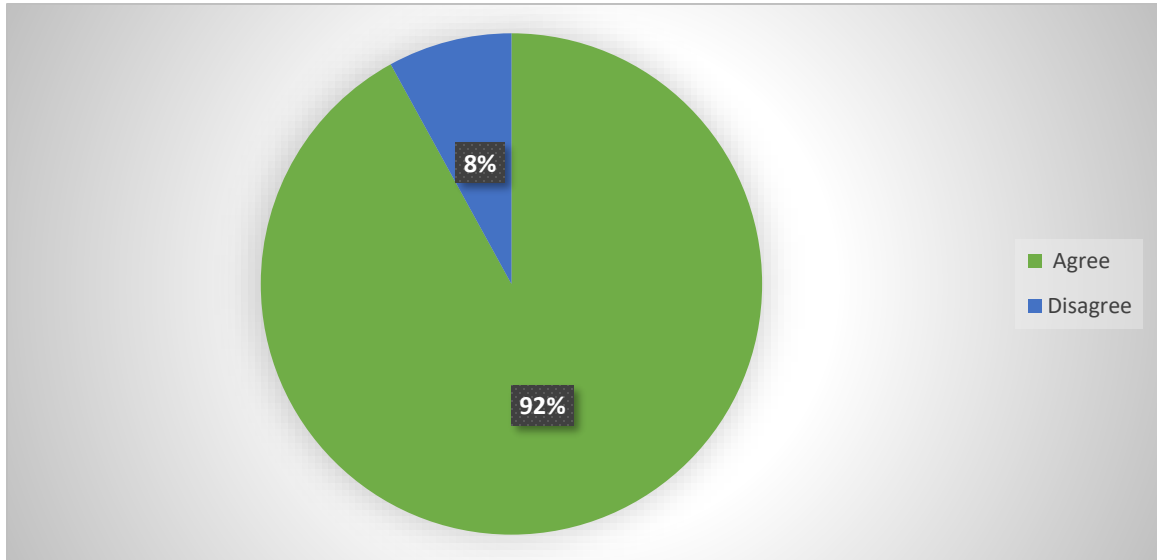
A local government official pointed out that the lack of industries and the inability of the private sector in the Northern Region to offer youth job opportunities increases the unemployment rates as the government cannot provide enough job opportunities for everybody. The private sector is invisible in Tamale and unable to support the government to integrate unemployed youth (R., 113).

Quality teaching is student-centered, where pedagogical skills and learning environment provide students with personal needs (Sur Roy 2016). However, the literature review points out disconnections in the education process, including poor teaching methodology resulting in poor education, affirmed by 66% of the respondents. Thus, 71% (78) of respondents noted that lack of quality teaching in educational institutions deprived most youth of employment opportunities. Meanwhile, 29% (34) respondents disagreed. This lack of quality teaching resulted in lack of quality education that deprived most youths of employment opportunities. From the findings 83% (93) of respondents agreed, 17% (19) disagreed and 2% (3) were neutral. Although education in Ghana is supposed to be free, parents bear a heavy financial burden, which some cannot afford. An educator stated,

Our educational system does not equip our graduates with employable skills, and when they leave school, they struggle before they get employment. Everybody is looking up to

the government to absorb them into the system, but the private sector is there; individuals can start something independently. (R., 123)

Figure 8: If the Youth of Tamale have Job opportunities



Having looked at factors contributing to youth economic migration in Tamale, it was essential to ascertain whether job availability in Tamale would curb youth economic migration to the Southern Regions. The majority 92% (102) of the respondents indicated that a job within the locality was essential to prevent them from migrating. It saved the cost of transport and housing, and one could still connect with their family. However, 8% (10) disagreed as one responded noted, “Conditions are more favourable in the south than in the north that makes the south an attractive place” (R., 032).

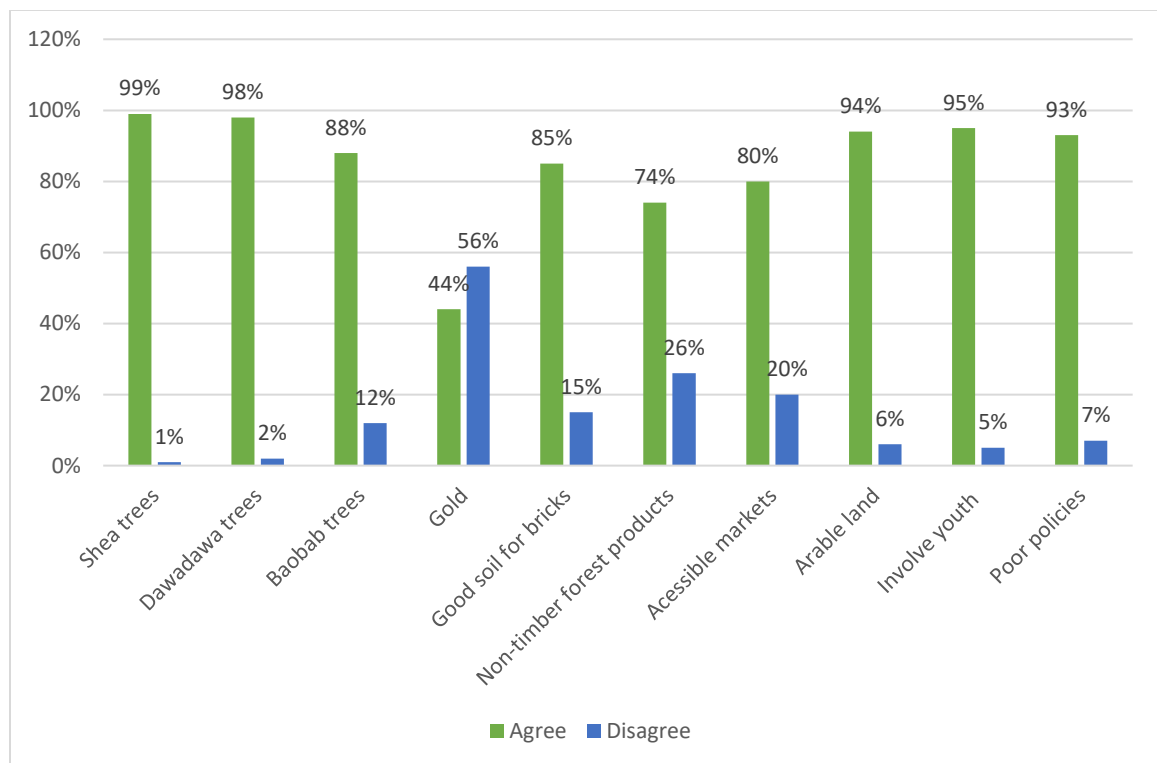
4. 3. 2. Laws, Policies and Regulations on Natural Resources in Ghana

The Minerals and Mining Act (Act 703) of 2006 and the Environmental Protection Agency (EPA) Act, Act 490 of 1994 were developed from the 1992 Constitutions. The laws have been simplified to regulations for effective implementation and follow up for the benefit of Ghanaians. According to the Constitution, all minerals in their natural state belong to

the state. Thus, the state is entitled to 10% interest in any mining operation in Ghana. It is the right of the state to license mining operations, powers, and authority of regulatory institutions as in the literature review.

Enforcement of these laws and policies could benefit the youth from natural resources. Unfortunately, they are not, as an environmentalist stated, “If the youth benefit from the natural resources, they will take care of them” (R. 125).

Figure 9: Valuable Natural Resources in Tamale as Perceived by Respondents



Professor Badu Akosa in his interview revealed that shea butter, coconut oil, palm oil, and palm kernel oil build up the cell membranes and are cholesterol-free (Ghanaweb, 2020 February 27). Ghana Shea butter and cocoa butter is imported worldwide and is considered excellent quality oil. Ghana is the second largest producer and exporter of cocoa beans and cocoa products such as cocoa butter. In 2019, Ghana exported 346 million USD

worth of cocoa butter, fat, and oil and was ranked the 7th biggest exporter of cocoa butter worldwide (Kolavalli and Vigneri, 2020). Cocoa and its product are produced in Southern Ghana, so it is very well promoted.

However, shea nuts, which produce shea-butter, is a natural resource from Northern Ghana, which is left in the hands of village women, who produce it locally for local consumption. The exportation of shea-butter is the initiative of NGOs and individual business people. The government has neglected investing in the shea-butter industry in Northern Ghana a viable resource that could provide job opportunities for unemployed youth to curb migration.

Thanks to these, Ghana is one of the biggest exporters of shea- nut about 60,000 SET and unrefined shea butter worth 66 million USD. Shea butter production is a means of livelihood for over 900,000 rural women in Northern Ghana (Ekow, 2021), without which many will languish in abject poverty. It helps women to cater for the basic needs of their families. Unfortunately, the youth are not involved in the production of shea-butter as one respondent noted,

Even this shea butter, it shouldn't be left for old ladies; it is almost as if old ladies who must sit down and prepare it, even youngsters could be trained in how actually to produce shea butter. That is economical enough to prevent them from traveling because really why do they travel? If you normally ask them why they travel, they travel because one or two of their colleagues have gone there and bought a few things to come and get married and these things look attractive to the young ones and so they want to go. So if you tell them that if you learn how to produce shea butter, you can as well sell and get the money and these things are also sold here, you can buy them. Once you stay there you can also help your family instead of you going there, where you are exposed to a lot of dangers. R. 115)

In the shea trees category, 99% (110) of the respondents believed that they are valuable natural resources that can offer youth job opportunities for growth while 1% (2) disagreed. The government

should guard against cutting trees especially the shea trees for fuel and encourage the youth to plant more trees. A policymaker affirmed the importance of shea trees in shaping the economy,

Following the persistent decline of the cocoa industry in Ghana during the early 1970s, the government adopted shea as one of the non-traditional crops that it would promote to diversify the country's foreign exchange earnings. In recent times, the shea sector has become a vital component of the Ghanaian economy by contributing to foreign exchange earnings and as an increasingly important source of income to reduce poverty in the three northern regions. For example, the country earned about US\$33.6 million from shea nuts, as reported by the Ghana Export Promotion Authority in 2016. Despite adopting shea as an essential non-traditional crop promoted by the Ghana Cocoa Board in the early 1970s, Stichting Nederlandse Vrijwilligers (SNV) (2006) argues that this move had put shea into a subservient position concerning cocoa and reinforced an existing bias that shea competed with cocoa. (R. 127)

Recent studies found that dawa dawa (Africa locust bean) can produce a cardio-protective, anti-inflammatory, antimicrobial, antioxidant, anti-cancer, and hypertensive medication from different parts. It forms part of the daily ingredients of some communities in Ghana and West Africa. In this light, 98% (109) of the respondents affirmed that the dawadawa trees are valuable natural resources that can be utilized to provide economic benefits for the youth, while 2% (3) disagreed. They should be preserved as valuable natural resources (Alinde, Esterhuyse, and Oguntibej, 2014). In the dawadawa trees category, 98% (109) of respondents agreed that they are valuable natural resources, while 2% (3) disagreed.

The European Commission import baobab fruit pulp as a novel food (Van der Stege, Prehsler, Hartl, Vogl, and Reinhard, 2010). Baobab (*Adansonia digitate*) has three hundred traditional uses, including food, medicine, veterinary and spiritual, and wide ecological tolerance. A Baobab Fruit Company established in 2011 in Verona, Italy, produces supplements and cosmeceuticals from baobab pulp (Gruenwald and Galizia, 2005). The findings in the baobab trees categories showed that 88% (97) of respondents

affirm it as a valuable natural resource that can provide job opportunities, while 12% (15) disagreed.

The findings in the gold category, 56% (63) of the respondents disagreed that gold is a valuable natural resource in Tamale and 44% (49) agreed. Although majority of the respondents disagreed that gold is valuable natural resource, the researcher confirmed the discovery of gold in 2012. If exploited, can change the economic situation in Tamale but governemnt ignored it.

The Ghana soil map showed the soil in Tamale and its immediate surrounding to be promising for brick production (Bates, 2014). In the category of findings about good soil for bricks, 85% (95) of the respondents found it a valuable natural resource, while 15% (17) respondents disagreed. Thus, necessary resources need to be provided to harness the opportunity.

None-Timber forest products (NTFPs) are an effective way of boosting the economic benefits of rural people and aid in bettering livelihood, household food security, and nutrition. Communities' use of NTFPs led to their development and promotes their image as companies and individuals buy these NTFPs especially shea-butter oil (Abukari and Mumuni, 2020, p. 13). In this category, the research findings showed that 74% (81) of respondents regard non-timber forest products as a valuable natural resource in Tamale that can offer youth job opportunities. On the other hand, 26% (31) respondents disagreed.

The government has provided accessible markets for natural resource processing and has tried to rebuild some parts of the Tamale market over the years to make it accessible. Tamale's natural resources, such as arable land, shea trees, Dawa Dawa trees, baobab trees and other economic trees, are yet to receive government attention (R., 078).

In the accessible markets category, 80% (88) respondents acknowledged them as valuable natural resources that offered opportunities to the youth. However, 20% (24) respondents disagreed.

Land is an asset that has value in all cultures. According to the land category, 94% (104) respondents affirmed that arable land is an important natural resource in Northern Ghana, while, 6% (8) respondents disagreed.

In order to use these natural resources to empower the youth with opportunities, the youth need to be equipped with skills to be able to exploit these natural resources in an ecological manner. From the findings in the best use of natural resources, 95% (105) of respondents believed in the importance of government equipping the youth with skills and to involve them in how best to exploit and use these natural resources such as shea trees, dawadawa trees, and baobab trees could be used to manufacture products for the market. If the government were to invest in developing the shea-butter, dawa dawa, baobab, non-timber products, bricks manufacturing industries, and gold extraction in Northern Ghana, it would have empowered the youth economically. Unfortunately, the government has neglected to develop them by adopting the colonial attitude of labeling the area as lacking natural resources. Their development is primarily in individuals and non-governmental agencies (R., 019). This has contributed to youth unemployment and hence migration. The Northern Development Authority (NDA) conducted a natural resource mapping exercise in Tamale during this research (R., 058). However, a few respondents 5% (7) disagreed.

Agriculture is one of the viable economic opportunities in Tamale. However, some of the youth have a certain perception of white-collar, menial and agricultural jobs. Arable land can be cultivated for job creation and economic opportunities (R 066 and R 089).

Northern Ghana is savannah grassland with one rainy season a year. Southern Ghana is a forest zone with two rainy seasons that allow all-year farming that attracts youths to the Southern Regions. Some of the respondents work in Tamale and have no reason to migrate to the Southern Region, but the unemployed youth are compelled to go south to find work.

Northern Ghana was recognized as an agricultural zone as agriculture was the life-blood of the people. The Operation Feed Yourself policy of President Acheampong gave impetus to northerners to promote agriculture for sustainable livelihoods. The intention was to promote the northern sector's economy, which collapsed after Acheampong's administration leading to a decline in the economic development of Tamale, contributing to youth unemployment and migration. A government employee has this to say,

I would want to say that governments have done their part in this part of our country. The government in the past has made sure that it creates avenues for the youth to be able to get employment for themselves. I know that youth were typically grouped and asked to identify and get some farmlands government would plough the land, provide inputs for them. They needed to provide labour to ensure that these things get to a logical conclusion. But sometimes, they pick these inputs and sell them without going to the farm. So they have compounded their problems, the government has done its bit. For some, they just see resources from the government as the carcasses of a dead elephant. Once you get it, you must cut as much as possible and carry it home. (R. 126)

The youth of today has a certain mentality toward agricultural employment, which contributes to youth unemployment and migration. As an educator pointed out,

I am doing some private farming business, I have poultry and currently looking for somebody to be a caretaker, and it isn't easy to find one. How many of our youth would consider farming because our ancestors have done it over the years? But we see farming as a second-class or even a third-class job. (R. 126)

Ghana's economic outlook is changing with the rise of connectivity and Accra emerging as a regional hub, Ghanaian youth are not happy with their parents' agricultural job. Rather, they aspire for stable work that profit from the promises of a transitioning economy. Most Ghanaian youth especially from rural regions see agriculture without a future. Instead, they see opportunities in value produced by industry and services. They

want to work there since it is much more rewarding than agriculture. The economy of Ghana will benefit from empowering citizens capacity to transform raw agricultural products. Agricultural jobs are physically tiring and unpredictable than manufacturing job. Witters (2017) noted a contradiction between government promotion of agricultural opportunities and youth's interest in white-collar jobs that deprived most youth of employment leading to migration. An educator stated,

The youths of today will think that once they have the first degree, they are above some jobs. So they will not want to do specific jobs because they believe they are "Karachi's" and cannot do menial jobs. (R. 126)

A University lecturer added,

The white-collar jobs are not there because there are so many people working in the public sector and keep changing their retirement dates and so on. Therefore, even those who complete their education and can't secure employment leave alone those who do not have an education. (R. 115)

One of the hindrances to exploiting these natural resources to give opportunities to the youth is poor economic development policies. The findings in the poor government policies on economic development categories, 93% (102) of respondents affirmed that it contributes to youth unemployment subsequent migration. For instance, the government efforts to improve agriculture have not yielded fruits. A school principal stated,

There is a downturn in agriculture, and agriculture is no longer glorified as it used to be. So youth unemployment, growing up in the 70s, we used to have "baadee." So agriculture during the Acheampong regime was so vibrant in the northern sector that we became self-sufficient in producing and exporting rice. There is an area that has been earmarked as the rice city. Rice farmers build their homes there; Gumani, rice city, was his thought, but his government was toppled, and some of these things came to a standstill. So agriculture has been crushed somehow, and you don't even find youths wanting to do farm labour as was the practice some years back. (R. 126)

However, 7% (10) of the respondents disagreed as one respondent noted, "Farming nowadays is a good business but it is not easy to get inputs for the processes (R.095).

4. 3. 3. Funding

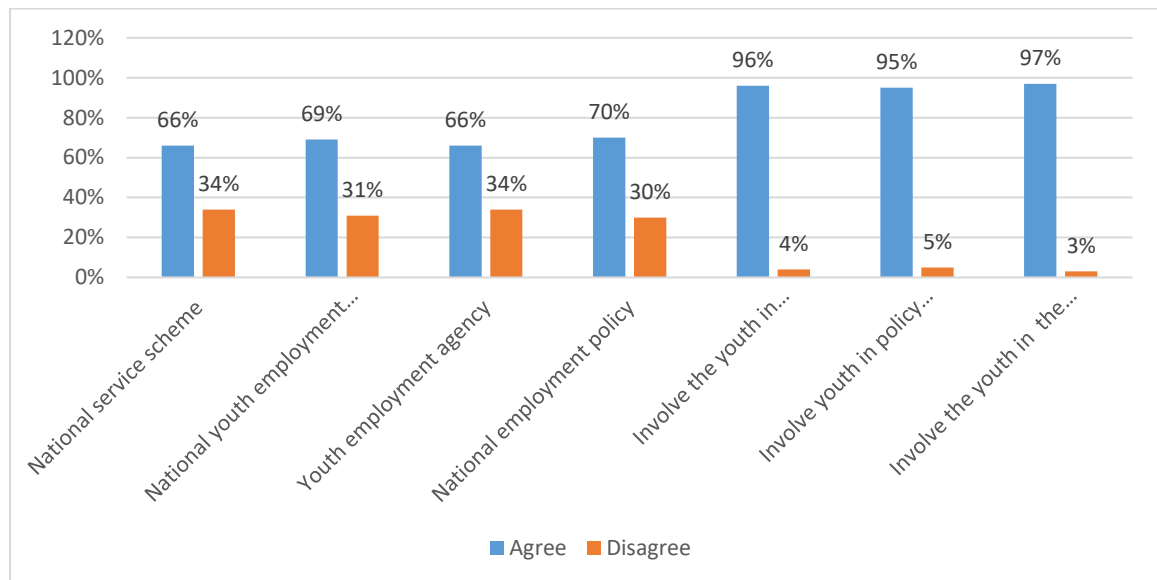
The National Entrepreneurship and Innovation Plan (NEIP) established to empower youth enterprising with credits to fund their businesses, but when, how, and who gets access to these credits is unknown (Biney, 2019). Even though the youth have access to these credit facilities, the lack of entrepreneurial skills, education, and training hinders them from running sustainable businesses (p. 2). Financial literacy and business management should be considered before funding is availed to empower the youth to run sustainable ventures.

A respondent intimated that from experience, banks did not prioritize loans for agribusiness. Limited credit facilities are available for farming business in the Northern Region” (R. 066 and R., 089).

To empower unemployed youth to establish the small businesses that many desire, there is a need to ensure access to credit facilities, financial support, and incentives such as financial advisory and technical empowerment to build and create their businesses.

4. 3. 4. Government Youth Policy Strategies Contributing to Youth Unemployment

Figure 10: Government Youth Policy Strategies Contribute to Youth Unemployment



In the 1970s, Ghana's economy almost collapsed due to unsuitable policies of successive governments and bribery in public contracts due to weak institutional structures (Lloyd, Morrissy and Osei, 2014). The same is playing out in policies meant for youth empowerment. From the findings, poor government policies on economic development contribute to youth unemployment and subsequent migration. The literature review revealed the policy gaps in National Sservice Scheme that contributed to youth economic migration. The findings in the NSS category, 66% (73) of respondents agreed that it contribute to youth unemployment, while 34% (39) disagreed. A Principal stated,

I have challenges with my National Service personnel. I keep telling them that I have put a book here; when you come, clock in and go to wherever you are supposed to go. When you close, go and lock yourself so that I would know. I noticed that people were not coming to work or coming at their own time. Even at the end of this month, I have to write a report on two National Service personnel who have reported to work but have absconded. Probably they have bolted, and they expect to be paid. When they even come, they are not ready to learn. That is the problem (R. 126).

For the NYEP category the findings indicated that 70% (78) of the respondents agree that it contributes to youth unemployment and economic migration and 30% (34) disagreed. A youth educator narrated,

Maybe the current government is talking about youth in agriculture, youth in afforestation, untrained police officers are only some of the policy measures that address the situation, but all are politicized. If you are not one of them, you do not benefit from it. Training should add value and expertise, but only a select populist will benefit. In general, the policies may not appear discriminatory, but their implementation is. At the implementation stage, they look at your face before selecting. I know a boy enrolled in the untrained police service and supported the roads. Because he belonged to party A, when that party exited, they got him out, and they have gotten other people from party B to be there. They could recruit new people to join the others, but they stopped them and put fresh people there. And that boy, because of his role, even now when the police cannot arrest brutal criminals, they contact him, and he can do it. He is not a police officer, but he has handcuffs with him, and he can do it for the police. What prevented us from absorbing such people into the system? because he doesn't belong to party B today. (R. 126)

It is indicated in the findings in the YEA category that 66% (73) of respondents agreed that the weaknesses of YEA have contributed to youth unemployment and economic migration and 34% (39) disagreed.

When it comes to NEP, 70% (79) of the respondents affirmed that its failure to fulfill its mandate contributed to youth unemployment and economic migration, while 30% (33) respondents disagreed.

The researcher noted that the international migration of the youth is a big concern due to illegal migration. Respondents expressed a worrying situation of irregular international migration of Tamale youths. An Immigration Officer narrated,

In this part of the world, it is not only the kayaye; some also travel out internationally; to the Gulf regions, Saudi Arabia, Qatar, Oman, and others. The agents might have contacted households who need house helps, primarily females. The family signs a contract with the placement agent. The agents utilize the money the Arab family has given them to acquire your passport, visa, pay for medical tests, and travel ticket. When you get to the family employing you, they retain your passport, and you can't go anywhere. Whatever they want to do to you is meted out, and nobody is there to save you. (R. 121).

A local government official gave more insight on the deportation of Ghanaian youth from Saudi Arabia,

Last week Monday [7 December 2020], Ghana Ambassador to Saudi Arabia announced the deportation of about a hundred ladies back to the country. There were four from the north, and the rest were from Kumasi and Accra. Some came back without anything, and some had only a few clothes in their hands. The way they just arrested them was the way they arrived in Ghana. So what they have worked for was in vain. If there are opportunities in the country, I don't think people have to travel outside (R., 114)

Adams (2007) stressed the importance of the rationalization of education (diversified education) to improve general education for employment by including some vocational courses in the curriculum. It builds some basics to comprehend occupational skills to open their employment chances. This includes establishing competent human resource by equipping students in general and graduates in particular with job-relevant skills to meet the demands of firms and the economy. This requires an effective and robust connection between education and industry. Second, create a link between general and tertiary education and the needs of the labour market. Third, policy strategies and laws to promote science and technological education at all levels to achieve the SDGs and increase industrial growth for a vibrant holistic development. Fourth, provide sufficient skills needed in the labour market such as graduates ability to analyze data, situations and offer solutions, take responsibility for on's own actions and inactions, leadership, innovation, technical and vocational skills. Fifth, provide adequate funding, create a national development plan, provide a conducive environment that connects tertiary and industry, qualified personnel, infrastructure, and effective tertiary education governing bodies. Sixth, the collaboration between the government, the private sector, international agencies, civil society and the youth to develop innovative partnerships and business models, mentorship and entrepreneurial traineeship programmes between different stakeholders.

Seventh, fortify the value chain and deal with market restrictions to promote better business and job opportunities for the youth (Bawakyillenuo, Osei-Akoto, Ahiadeke, Aryeete, and Agbe, 2013 and Nutor, 2015). A youth expressed the need to “Build the capacity of youths to take up skill development projects” (R. 049).

Youth empowerment and involvement in the SDGs call to leave no one out” is needed for the sustainability of global development, including Agenda 2030. Chibeze (2019) argues that the youth, as future leaders, need to participate in sustainable development activities as they have the essential skills, energies, abilities, and resources. They can achieve environmental goals such as biological diversity, land degradation, renewable energy, and climate change. The findings in the category of involving the youth in government policy formulation and implementation, 97% (108) of respondents agreed while 3% (4) disagreed.

Lack of community involvement in decision-making, planning, and managing any project creates a sense of irresponsibility, ineffective use, maintenance, or sustainability (Bartle, 2012). There is the conflicting belief that policy strategies are inclusive to some respondents. From the finding of involving the youth in needs assessment, 96% (106) respondents found it youth involvement necessary for government policy development as means that can address youth unemployment that motivated migration. However, a few respondents, 4% (6) disagreed.

Community self-reliance enhance grassroots democracy, human rights, self-development, empowerment, and human dignity, while its lack leads to the contrary, poverty, apathy, and self-destruction (Bartle, 2012). Thus, the findings in the category of

involving the youth in the implementation of youth programmes, 97% (108) firmly supported this, while 3% (4) disagreed.

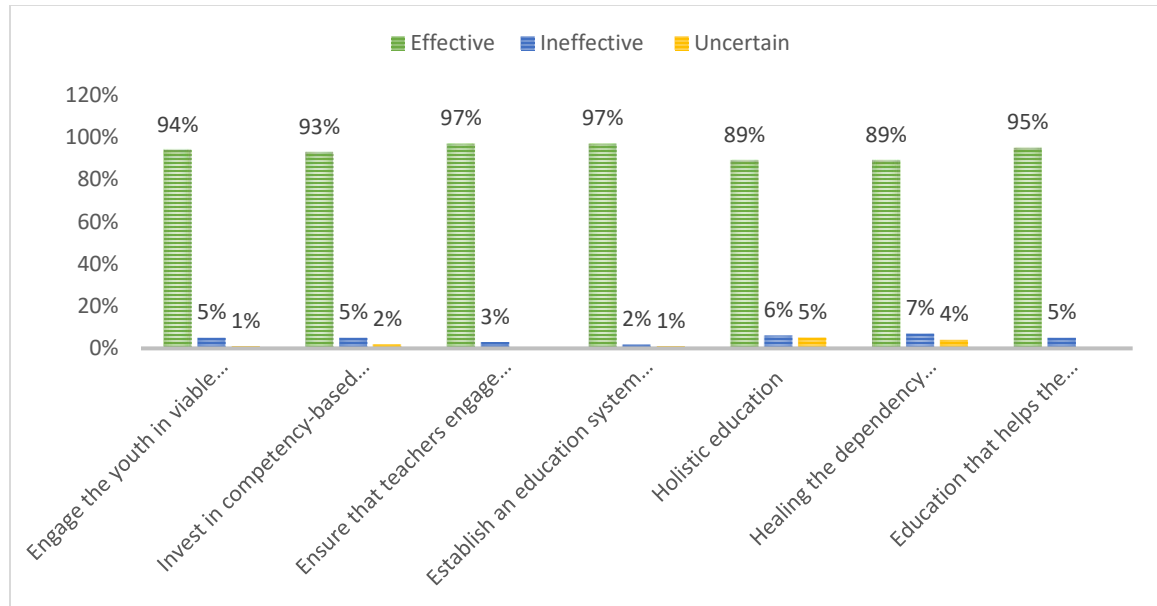
Empowering youth with employable skills for the job market is essential for the after-school transition. Similarly, those who miss education need to acquire vocational training skills to find work, fruitful and trainable in the labor force for better growth (Adams, 2007). Respondents agreed on the need to upscale Technical, vocational, entrepreneurial skills training and internship to enhance training and employability. A youth educator noted,

There is a need to introduce entrepreneurship training in the education system starting from Kindergarten, Nursery, primary up to the University level and training people on how to transform our local economic trees such as shea-oil extraction, Dawa Dawa Baobab tree, etc. into economical products. In light of these, we must expand competency-based education and training, e.g., carpentry, masonry, painting, decoration, etc., and in artworks such as weaving, smock-making, and our traditional food industries. This will create opportunities for the youth to stop them from migrating to the south. Competence-based training courses across educational institutions need to revolutionize our education system (R., 120)

A principal of a health training institute added,

So the entrepreneurship aspect of government and society must be enhanced and let people understand the available opportunities in the open market like those artisans I referred to, metal fabricators, masons, carpenters, those who weave. These days, the smock material is advertised on social media. So that internship should not be open, it should be supervised, and the educators should sauce that technical aspect, and those who are handling it should be motivated to handle the children well (R., 117)

Figure 11: Remedies to Address Youth Economic migration in Tamale



Besides investing in sustainable development, 94% (104) of respondents believed that it is effective to tackle psychological healing of the unconscious emotional wounds and trauma the youth to effectively engage in sustainable economic development to address youth economic migration. However, 5% (6) respondents found it ineffective and 1% (2) uncertain. A youth mentor stated,

To sustain this kind of life, we need general and specific education about being content with what you have and appreciating people for the little they might have done for you. Because if you provide education to them and shelter, you have given them everything in life for tomorrow. Education should make an individual functional to himself, his immediate society, and the world. Any educational philosophy that fails to address these three things cannot stand the test of time. (R., 126)

According to Bowden (2000), the quality of student learning should address the underlying capacities and the relationships between curriculum development and the future of work. From the findings of the competence-based curriculum education (both practical and theory), 93% (103) of respondent believed in its effectiveness and the need to invest in

it to address youth migration in Tamale. However, 5% (6) found it ineffective and 2% (3) uncertain.

Critical thinking learned in the classroom enables a person to transfer it to the place of work to impact daily life. It empowers a person with problem-solving, decision-making, good judgment, and good analytical skills to reflect deeply and critically on issues and their role in promoting corporate culture and adding value to products and services rendered to the community or the world. An organization that attracts and develops the best critical thinkers has a competitive edge in the business world. From the findings of the the category of teachers engaging students in creative, critical thinking, 97% (108) of respondents believed that it is effective to address youth economic migration, while 3% (4) uncertain.

Sadekin, Ahamad, and Chowdhury (2020) emphasize the importance of technical and vocational education and training (TVET) to equip learners with vital knowledge and skills to access formal and informal employment to promote social parity, access, inclusion, and sustainable development. The findings showed that 97% (107) of respondents believed in an education system that develops the thinking capacity and practical skills effective to address youth migration. This is because, it empowers the youth for better economic development. It creates self-awareness, self-confidence, and social responsibility for a successful professional career (School of Education (2020). Positive school environments and extra-curricular activities are necessary as holistic education strengthens students' mental and emotional well-being and improves academic gains. However, 2% (3) of respondents found it ineffective and 1% (2) uncertain.

Holistic education instills in a developing child's physical, emotional, moral, psychological, and spiritual attributes through healing of the unconscious psychological

wounds of low self-esteem. It provides personalized opportunities to a child's skills and character (Lauricella, 2016). From the findings of holistic education, 89% (99) of the respondents found holistic education effective to empower youth to discourage migration. However, 6% (7) found it ineffective and 5% (6) uncertain.

Speckman (2002) found healing memories, bodies, and relationships essential for post-apartheid South Africa to create social and economic development conditions. Therefore, achieving financial stability requires physical and mental health, productivity, participation in production, and a holistic approach to ministry and community service. Luke-Acts 3:1-10 especially verse 16, set the context that describes the experience of the former beggar, whose situation changed in his encounter with Peter and John as a means for healing the psychological wound incurred from apartheid. This exact text applies to the Ghanaian context that needs healing from the post-memories of colonialism, the trans-Atlantic Slave Trade, neo-colonialism, and neo-imperialism that have created dependency syndrome. The findings from the category of healing the dependency syndrome, 89% (99) of respondents found it effective to address youth migration, while 7% (8) found it ineffective and 4% (5) uncertain.

Students come with different needs to the school, such as struggle with lack of rigor, trauma, adolescence, gaps in cognitive ability, social and emotional development, struggle to develop critical interpersonal skills, or stress from home. The role of the teacher is to help students handle their challenges, such as using creativity to help them share their thoughts and feelings, explore their inner world, develop self-awareness and cope with stress. The use of social and emotional skills in the classroom can help students integrate their minds, body, spirit and emotions (National Association for Gifted Children, 2021). From the category of education that helps the youth integrate the different aspects of their

lives, 95% (106) of respondents believed found it effective because it allows the youth to combine the different aspects of their lives to tackle economic migration. However, 5% (6) found it ineffective.

4. 3. 5. Critical Areas Government Should Address to Curb Youth Economic Migration

Ile and Boadu (2018) opine that youth empowerment determines their participation in national, regional, and district or local level decision-making processes. The policy process must be all embracing for knowledge sharing and active stakeholders' participation in any social intervention programme. Kofi Annan in Ile and Boadu noted that youth must be at the forefront of global change and innovation, hence the need for empowerment to make them critical agents for development and peace. The government needs to address some key areas to curb youth economic migration from Tamale and the rest of the Northern Regions to the Southern Regions.

(a) Inclusive Policies

From the findings, participation of all stakeholders such as the youth, the native people, NGOs, community leaders, the private sector, experts' development policy agendas, decision-making, formulations, planning, and implementations is essential. Eradication of corruption, enforcement of accountability in governance, and incorporation of the youth in civil service by using a quota system are desirable. A respondent noted that the Youth need practical policies that enhance their participation to add value to the economy" (R. 048). These policies should not be politicized and enforced (R., 062 & R., 067). Another respondent added

Politics drives social, economic, cultural, and even political innovations. Politicians make the laws for the people, so at the helm of affairs are politicians” (R., 125).

(b) Social Amenities

Outley, Bocarro, and Boleman (2011) underpin the importance of social amenities in youth development. Recreation services are necessary to link youth to their communities, empower them, and improve human and societal health. Leisure activities have many benefits such as education, relaxation, opportunities for family connection, social communication, human and cultural development. These build youth’s competence to become partners in their development, and that of their communities creates constructive, affirmative, and encouraging environments for long sustained relationships with adults and peers (United Nations (2004). The Availability of social amenities enables youths to spend their leisure time valuable and productive without creating problems. One respondent noted, “Youths lack social amenities and better living conditions resulting to school dropouts and teenage pregnancies” (R., 087).

The lack of proper healthcare and healthcare facilities, especially in rural areas, violates the right to health and other rights (Physicians for Human Rights, 2004). There is a need to provide good quality primary healthcare, safe drinking water and sanitation for the people of Tamale, incorporating community healthcare programs (R., 091). Holistic education

The provision of good integrative quality education, especially the teaching of the girl child is essential. The formal education system should integrate science and technology, information Technology (IT) programmes, moral and religious education, technical/vocational and critical thinking training, entrepreneurship, internship, and waste

recycling. Vocational and technical centers to build skills for the uneducated youth or youth out of school to start businesses and prevent them from engaging in kayayee (demeaning jobs) is critical. An educator noted,

As a country, we need to emphasize technical and vocational education. That is one area where the graduates will have employable skills and will be able to set up their businesses with government support and employ other people or have other people as apprentices to support them. During the NDC time, I remember there was this project of apprentice where people were assigned to different areas as an apprentice. If you want to pursue sewing, they will transfer you to a tailor and give you the necessary accessories. Some people did not make it through. Others have become professionals in their own right, others collected these materials, probably sold them, and others just started and abandoned the projects. We cannot say that government can do everything, but successive governments have tried providing some of these things, but it has not been successful. (R. 126)

There is also a need for “Improvement of educational facilities” (R., 101). A health training institution head narrated,

Entrepreneurship and Internship should be part of the education curriculum and system from the JHS level. Parents will be entrusted with the practical aspects of their children's subjects in school. Every parent should make sure that their ward is attached to a shop where the particular subjects taught in their school, to enhance the students' skills. For instance, if one is taking carpentry, home economics, etc. Parents should ensure they are attached to a carpentry shop, restaurant, and others to learn the practical and technical skills, or whatever they have been taught theoretically in class (R. 117)

An educator pointed out the need for training to include

natural resource governance and how the youth can transform the natural resources such as local economic trees such as shea-oil extraction, Dawa Dawa Baobab tree, etc., into economical products. In light of these, we must expand competency-based education and training, e.g., carpentry, masonry, painting, decoration, etc. In the areas of artworks such as weaving and smock making. This can create opportunities for the youth to stop them from migrating to the south. (R., 120)

The government needs to invest more in education and human resource training. Some respondents noted that the government should ensure that teachers are comprehensively trained and suitable teaching and learning materials and supervision (R., 016). There should be scholarships for needy youth for higher studies (R. 022).

Other areas that need to be an integral part of the education are religion and moral education. As one educator stated,

Most of all, religion, depending on where you stand, whether traditional, Christian, Judaism, or Islam, our concept about service to humanity is service to God. I know that many Hadiths in Islam talk about self-contentment. When you are content, you are not greedy or jealous about other people; you appreciate what comes their way, thank God for what you have, and live a fulfilled life. I believe the religious aspect is also very crucial. That is missing in our kids' lives because little attention is paid to spiritual and moral education in our educational system. I think Ghana was going to make a very terrible mistake when they were contemplating on getting rid of religious and moral education (R., 126)

(c) Employment Opportunities

Providing sustainable, long-term, and decent employment for youth in urban and rural areas is essential. Furthermore, establishing factories, companies, and industries in Tamale is crucial to managing and developing the available natural resources. Funding youth to start businesses and income generation projects shall reduce insecurity, internet fraud, and other crimes. Industrialization should not just be in the south but in the north too.

There is a need to invest heavily in agriculture to make it attractive and motivate the youth to go into agribusinesses. This requires training the youth in sustainable agriculture to impart skills in modern farming, encouraging and supporting them financially to establish factories, industries, and companies to add value to agricultural produces. One lecturer justified,

I will still say that the government should put in a lot more effort in financing agriculture, training the youth on how to actually use modern agricultural implements, training the youth on current farming practices. That will encourage the youth strongly to want to go into agriculture. So I think that government can develop the youth through training them and giving them some handouts in the form of soft loans without collaterals and encourage them to go into agriculture. Once they harvest their produce, they can sell and pay part of the loans and still profit. The promise of One Village One Dam, One District One Factory has not been implemented. Still, it is an excellent policy that may not happen. (R., 115)

The head of an educational institution added,

Interventions like NABCO [Nation Builders Corps] are not sustainable but just a way of giving out money to people. The youth need skills to start with and jobs. At the end of the project roll-out, the youth should have skills to set up his own business or get a job placement while looking up to the ultimate, but that is hardly the case. (R., 126)

The investment in agriculture can bring about food security, as was the case in the past. Agriculture during the Acheampong regime was so vibrant in the northern sector that the people were self-sufficient in the production and export of rice. There was even an area marked “Gumani rice city.” Rice farmers were to build homes around there, but the plans halted. (Interview, on 28 January 2021). Also, providing irrigation facilities in the region to improve soil and water management is vital for improving agricultural yields.

4. 4. How does the Government Natural Resource Management Strategies Contribute to Youth Economic Migration?

4. 4. 1. Natural Resources for Sustainable Development

Natural resources have transformative potential for developing countries. If carefully managed, natural resource wealth can significantly impact a country’s sustainable development efforts. National natural resource wealth has not transformed into long-term sustainable development due to challenges linked to resource-based development. In Ghana, the significant natural resources are gold, diamonds, bauxite, manganese ore, oil, and agricultural products (cocoa, timber, coconut palm products), dominantly located in the Southern Regions. However, the mining and oil sectors dominate Ghana's economic growth, highly dependent on international prices and unfavorable exchange rates, reducing job opportunities to the population (University of Ghana, 2020)

The Northern Regions also have some natural resources: economic trees such as shea, baobab, and Dawa dawa, trees, arable land, good soil for bricks manufacturing, Non-timber forest products, accessible market, and gold. No policies and investments are in place to exploit these natural resources. In the Northern Regions, including Tamale, gold deposits are left to galamesy and claim that Northern Ghana lacks natural resources.

4. 4. 2. Laws Governing Natural Resource Protection Areas

Laws governing natural resource protection areas include the 1992 Constitution, Forestry Protection Policy and law, Environmental Protection Law, Water Protection and Management Law, Bushfire Management Law, Renewable/non-Renewable Policy or law, Land Law of Ghana, and Minerals and Mining Act 2006.

There are specific regulations regarding these Laws. These include; Environmental Assessment Regulation (LI 1652 of 1999), Water Resources Commission Act, 1996 (Act 522), Water Use Regulations, 2001 (LI 1692), Fire Precaution Regulation 2003 (LI 1724), Land Acquisition Regulation, Land (Statutory Way Leave) Act, 1963 (Act 186), Rivers Act, 1903 (CAP 226) and EPA Act, 1994 (Act 490) (R., 125). Enforcement of these laws and policies could lead to better management, protection, exploitation, and processing of natural resources providing work opportunities for the youth.

The natural resources in the Northern Regions such as shea-trees, Dawa Dawa, and baobab are valuable sources of livelihood for many families, without which many will languish in poverty. However, they fall outside the natural resource-protected areas and seem inferior to the Southern Regions' natural resources. So they are plundered such that many of them are vanishing faster, risking increasing poverty of families. The shea-tree is burned to charcoal and sold in the southern regions, and nobody is held accountable. An environmentalist noted,

The Natural Resource Management Policy implemented jointly by Metropolitan, Municipal, and District Assemblies, led by Forestry Commission, is in place in Ghana and expansion in Tamale Metropolis. For example, “unwholesome felling of trees within the Metropolis is not allowed under the above policy and punishable by law. Also, using chemicals or any form of additive as bait for fishing in waters within Tamale Metropolis is highly unacceptable and punishable by law. (R., 125)

There is endemic corruption and politicization of law enforcement. Further, the custodians of the law, such as the chiefs, have limited knowledge of natural resource governance and the law.

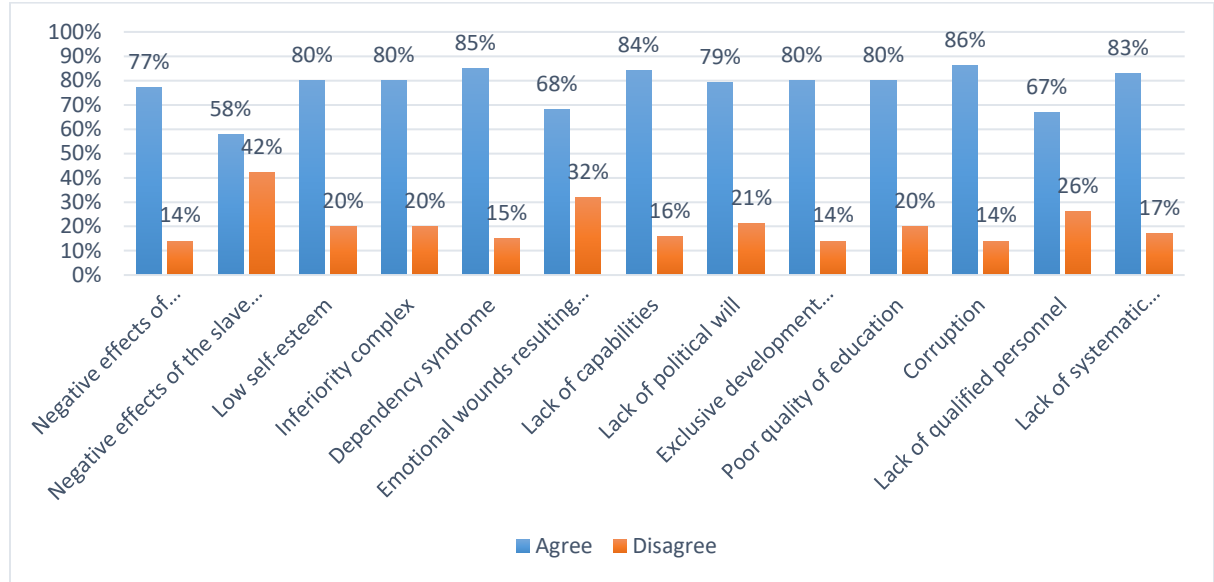
we have our leaders who are supposed to be custodians of the land, not taking natural resource management issues seriously because they don't fully understand the benefits of natural resource management and protection. (R. 125)

Such acts increase climate change, affecting human health and agricultural activities that are the people's lifeblood in these regions. An environmentalist expressed the need to establish laws to protect natural resources outside the forest and protected areas and train the police and other agents to protect these natural resources,

this calls for deepening the enforcement component and ensuring the education of the police and other ally institutions involved in the preservation of natural resources. There has been no contentment of local authorities and government for framework and a plan for tree protection. Ghana has a protected area policy and a forest management law but no tree protection policy. All stakeholders need to sit with the chiefs to develop a none forest protection law, to look at the sensitive natural resources outside the protected areas, grounded in Ghana's policy and enforcement rules to protect them and define an institution to take care of them. (R., 125)

Ghana lacks common environmental laws and ecological enthusiasts who can defend the country in disputes with neighboring countries. An environmentalist stated that Ghana doesn't have environmental lawyers who are passionate about environmental protection.

Figure 12: Factors Influencing Natural Resource Governance



Two types of factors were identified in this study, psychological and other factors. The psychological factors here resulted from the consequences of the slave trade and colonisation. Hyacinth (2015) noted that though slavery no longer exists, it continues to influence many people today by mental conditioning from past experiences (post-memory), perpetuating the syndrome of the baby elephant's incapability of freeing itself in its adult age. The mind can enslave and pull us down or empower and uplift us up. The Advocate (2020) noted that mental slavery is more destructive than physical slavery. The unseen harmful effects have passed down through generations directly associated with being African and inferior. Mental slavery reduces creativity, creates inertia, and makes us impotent such that we know what we desire but cannot understand how to get it in the real world. The findings of the category of the adverse mental effects of colonisation influence natural resource governance in Tamale, 77% (87) of respondents agreed, while 23% (27) disagreed.

Similarly, the negative mental effects of the slave trade influencing natural resource governance in Tamale, 58% (64) respondents agreed, while 42% (48) disagreed.

According to Baumeister, Campbell, Krueger, and Vohs (2003), individual and societal problems spring from low self-esteem, creating inadequacy, unworthiness, and incompetence. Low self-esteem is in all occupations, the executives, professionals, entrepreneurs, laborers, skilled workers, teachers, clerks, beauticians, the highly educated, the less educated, male and female, young and old, rich and poor (Sorensen, 2006). Low self-esteem affects virtually every domain of our lives, from our choices to how productive we are and how much we use our aptitudes and abilities, actions we take for changes needed, and our ability to be creative (Engel 2006). Consequently, the influence of low self-esteem on natural resource governance, 80% (90) of respondents agree, while 20% (22) disagreed.

According to Fanon (1967), the independence did not free the black people from inferiority complex born from the colonizing process, which instilled subservient, despair and abasement in them. This is especially deep-rooted in the educated black people who want to be confirmed by their white mentors. From the category of inferiority complex influencing natural resource governance in Tamale, 72% (80) of respondents agreed while, 28% (20) disagreed

One of the signs of low self-esteem is high dependency, as one feels inadequate. Dependency syndrome makes a group believe that it cannot solve its problems except with outside help worsened by charity. This external helper can be government, NGO, or mission (Bartle (2012). Thus regarding dependency syndrome influencing natural resource governance in Tamale, 85% (95) of the respondents agreed while, 15% (17) disagreed.

Lernner, Valdesols and Kassam (2014) found that emotions are powerful drivers of decision-making and influence judgments and choices. Emotions carried from one incident to another influence decisions unrelated to that emotion, which happens without awareness. For Rula (1986), deep within the human person are emotional or affective factors that can influence human freedom and behavior. The unconscious is a force alive in ordinary life, and each person penetrates many of their actions and constantly resists change. From the findings of emotional wounds from foreign domination influencing natural resource governance in Tamale, 68% (75) of respondents agreed while 32% (36) disagreed.

Ile and Boadu (2018) noted many economically active people in Ghana. However, policymakers failed to earmark the needs of the youth and their active participation. Many of Ghana's youth programmes lack specific structures to ensure that the youth are empowered or holistically address youth concerns. Many of Ghana's youth programmes are "sleep-walking"; hence many were abandoned, limiting or total absence of youth voice in top political agenda. These very issues play a role in the natural resource management policies.

Sustainable forest management remains slippery for Ghanaians. Nketia, Wieman, and Asubonteng (2004) noted that many people trained in natural resource management and interconnected disciplines lead to a professional body. Yet Ghana's forest and wildlife resources are diminishing at a faster rate than ever. Thus, the nation's tropical forest resources are disappearing at an alarming rate with an increasing number of professional foresters.

The findings of lack of capabilities (knowledge gaps of the law and management) influencing natural resource governance in Tamale showed that 84% (94) of the

respondents agreed and 16% (18) respondents disagreed.

Asante, Gyimah and Boadi (2004) found an ethnic polarization of the north-south divide though all parts of Ghana have a mixture of different ethnic groups. The southern half of Ghana, especially the Akan group, has enjoyed relative economic and political control during the colonial and post-colonial periods. Regarding lack of political will influencing natural governance in Tamale, 79% (87) of respondents agreed, while 21% (25) respondents disagreed.

Similarly, exclusive development policies influencing natural resource governance in Tamale, 80% (90) of the respondents agreed while 20% (22) disagreed and. An educator observed.

That mentality is there, so I know successive governments have provided avenues to engage the youth in agriculture. Still, I must say that our attitudes have not helped the government to sustain these projects. So, that has compounded our unemployment in the country, particularly in the north. SADA was a sustainable intervention that was supposed to alleviate the suffering of our people. Somehow, there are many people driving motor kings around SADA provided such. They were supposed to do some projects for people in agriculture and afforestation projects. They started some along the line, but everything was politicized. SADA was supposed to be an excellent concept to help us address some of our unemployment problems. But the way we have gone around it has not helped us. The political twist to it has not helped our course at all. How can one person go and collect over a hundred motor tricycles? One person or a group of people is all politics, and it does not order well for us. (R., 126)

Researching the politics of Development (2016) found Ghana as a relatively democratic, well-governed, and flourishing African country. However, she must demonstrate the capacity and commitment to manage natural resources in inclusive development. Ghana has some best-practice policies and institutional organizations, but its institutions fall short of the functioning of political power. The competition has politicized and personalized party politics and public bureaucracy, diminishing government capacity and political elites' commitment to govern natural resources in the national interest.

Nketia, Wieman and Asubonteng (2004) noted two issues that cause poor quality

education and professionalism training. First, there is a poor lecturer-student ratio, curricula development, weak institutional collaboration between education institutions, research, industry, other government sectors, and practical training. Regarding poor quality education affecting natural resource governance in Tamale, 80% (89) agreed and 20% (23) disagreed. One educator noted,

Like I told you, our population has led to the rising unemployment numbers. We are sure that some years back, in 1990, 1992 there about a total number of students in all three Universities then, is not even what a particular faculty can admit today. It is more significant than what was the case in 1990 1992. The outlet is open, and I tell you that we are turning out many misfits because we have widened the scope of tertiary education. Excuse my language. A lot of our graduates are not fit for the purpose. I have always said that higher education is not suitable for everybody. (R. 126)

Connections at the top of the nation can deform policies and incapacitate the supervision of middle and lower-level policy implementers, creating a culture of corruption, cronyism, nepotism at various levels. Poor governance, corruption, and political associations between some private sector and the ruling elite and enforcement capacity at local and regional levels are critical issues (Nketia, Wieman, and Asubonteng (2004). The corruption category influencing natural resource governance, 86% (95) of respondents agreed, while 14% (17) disagreed. A local government official stated,

Sometimes I say that our leaders are too selfish and wicked, using SADA (Savannah Accelerated Development Authority). For example, during the Attah Mills period, the government pushed billions of money into SADA because they knew that these three northern regions were agricultural and farming sectors. Some use that money to build nice houses, buy charming cars, motorbikes for ladies, and other things. They couldn't even use that opportunity for development or create jobs for the youth. When Akufu Addo came, they changed SADA's name to Northern Development Authority (NDA). When they changed the name, they pushed a lot of money into it, destroyed it, and spent the money. So our leaders, our modern leaders, are our enemies. Every politician is corrupt because those who reach retirement age and are supposed to retire to give place to the younger people refuse to quit. For example, I met a man there just in the land commission. The man went for retirement last year. They brought him back again and gave him a two-year contract, which is ending next year. I learned that he has gone for another two years. The man is there, selling vital government lands, and our chiefs are here, but they say nothing.

The worst of it all is that our laws have problems and our judiciary system everywhere is hundred percent corrupt. (R., 114)

An environmentalist indicated a lot of political interference in what they do and the leaders tasked with enforcing the policies. Most of the personnel were unqualified to implement natural resources laws and policies. The influence of lack of qualified personnel in natural resource governance in Tamale, 67% (74) of the respondents affirmed while 26% (30) disagreed.

Ile and Boadu (2018) argued that when there is a change of government, the youth policy strategies are not taken into account, making it difficult to know which works to be supported and which do not to stop funding. This disorganized way of functioning covers up widespread corruption among NYEP administrators, worsening the programme's financial difficulties. Corrupt officials siphoned monies by duplicating names and ghost names on payrolls (Assan, 2015). Regarding lack of systematic coordination in the implementation of development policies influencing natural resource governance in Tamale, 83% (91) respondents affirmed, while 17% (19) disagreed.

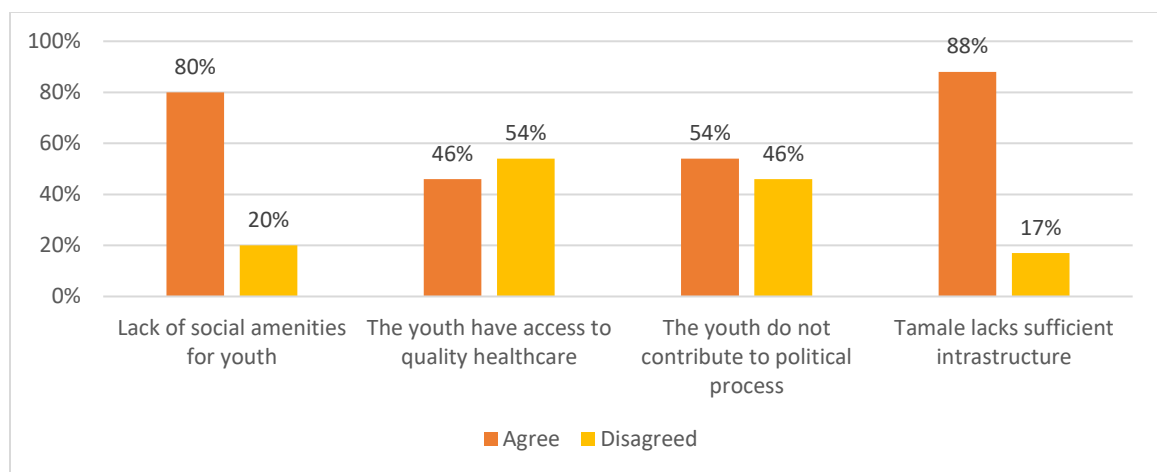
Avura and Ulze-Appiah (2016) found different reasons for youth unemployment challenges: deficiency in primary education, job-relevant skills, skills mismatch, lack of access to finance, land, social network, and others.

There have been many youth development intervention programmes since 1992, yet youth unemployment has not changed and is even worsening. Most of these youth intervention programmes are plagued by a lack of funds, corruption, and misappropriation. The marginalization of the youth in policy implementation is an excellent danger to Ghana's peace, tranquility, and democratic achievement. Failure to involve the youth will make them idle (Van Gyampo and Obeng-Odoom, 2013). A respondent noted,

Government policies for natural resource management are not inclusive, and even the public is unaware of them. Many farmers, local and rural communities, and the market women who are the center of the local economy are not involved in policy strategies decisions and implementation in Tamale. Sometimes the authorities decide and implement policies that are not favorable to the local people. (R., 078 & R., 087)

United States Agency for International Development (2020) acknowledged the need for Ghana to accelerate and sustain a more comprehensive economic growth that offers quality services with more accountability and increasing sustainable development in Northern Ghana. Although most have agreed to this, one respondent noted that most youths are not aware of these policy strategies. The youth burn the bush and cut down trees for firewood to catch wild animals and in the name of *suuna* (naming ceremony)” (R., 108).

Figure 13: The Natural Resources in Tamale for Youth Development



Edwin (2016) stated that one factor that attracts youth economic migration is the lack of social amenities, namely TV reception, suitable cinema halls, good houses, and streets, a view supported by 80% of the respondents. According to one respondent, “The revenue from Tamale natural resources is used to benefit the country's leaders and not for the youth” (R., 077). The finding regarding how the natural resources are used in different areas for the benefits of the youth, 80% (87) of the respondents agreed that the youth lack

social amenities in Tamale because the natural resources are not used for youth development encouraging migration, while 20% (25) disagreed.

Due to lack of use of the natural resources for youth development, one of the significant drivers of migration is the lack of quality healthcare system. This include lack of proper education, better living conditions, or social amenities (e.g., good schools with qualified teachers, electricity, and safe water) in rural communities to retain healthcare workers (doctors). The government gave some incentives for health staff, but this failed due to poor working conditions. Regarding the youth having access to quality healthcare, 54% (61) of the respondents disagree, while 46% (51) agreed. A youth trainer noted,

As we sit here, we are arguing whether health insurance is working or not. It is purely political. You go to the hospital, and it is not working. The former ruling party (NDC) in the government said it was working, and NPP said it was not working.. Now NPP is in power and is saying it is working, and NDC is saying it is not working. But the poor person goes to the hospital and isn't attended to. Let's channel resources there and let it work so that the poor person benefits (R., 117).

For Kuyini (2013), educational processes, thinking, and content are dynamic; hence the need for educational reform. African countries' educational reform has shifted from philosophy to Africanisation and now to matching international trends to attract foreign aid and international investments for economic gain. For instance, Uganda and Ghana's current globalization policies in education dealings conform to the World Bank policy. A country's education vision is influenced by outside forces and values like the IMF and the World Bank, makes it difficult for Ghana to meet development needs that provide Tamale youth opportunities that motivate youth economic migration to the Southern Regions.

The findings in youth contribution to political process in different spheres, 54% (61) of the respondents agreed that the youth are marginalized and do not contribute to and

participate in political process. Still, they are manipulated by politicians for their benefit.

An educator noted,

So many of our youths rely so much on politicians instead of generating income or starting initiatives of their own. And so they are, waiting for politicians to come and give them handouts, and the politicians will only come when it is political season and go away. When it is not the political season, so many are unemployed you see them seated on the streets doing nothing. (R., 115)

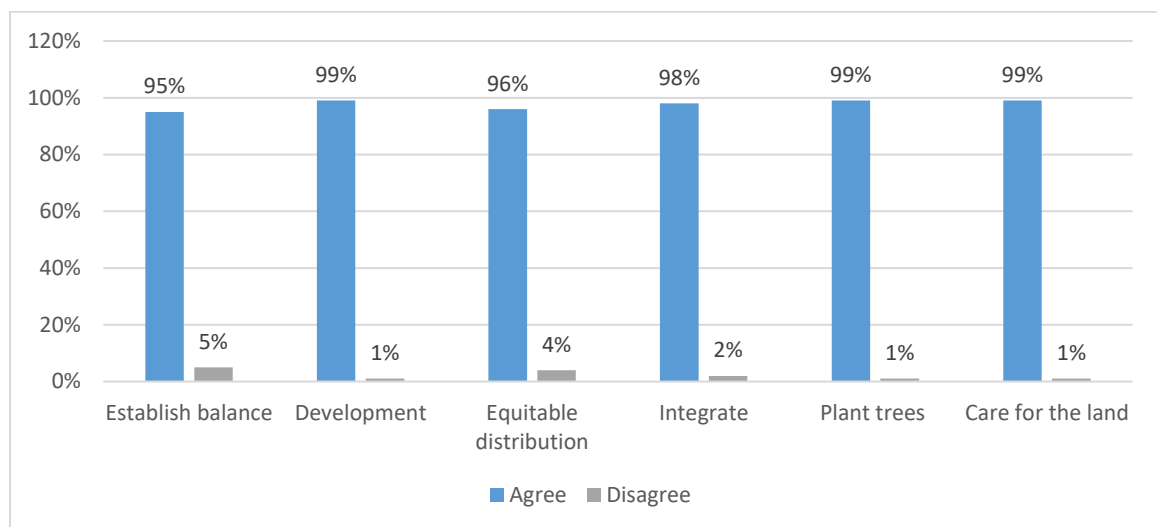
However, 46% (51) of the respondents disagreed that the youth do not contribute to political process

Van Gyampo and Obeng-Odoom (2013) found that the complete exclusion of the youth in policy implementation has severe consequences for the youth and national development. It can create dormant youth whose potential remains untapped for national development, thereby destroying and weakening their initiative, zeal, enthusiasm, and self-confidence necessary for growth.

Tamale lacks sufficient and suitable infrastructure that causes road congestion, failure to transport food crops from villages to the city, and lack of streetlights endangering the lives of night travelers (Suuk 2020). United States Agency for International Development (2014) acknowledged the inadequate rural roads and other essential infrastructure in Tamale. In regard to infrastructure, 88% (98) of the respondents agreed that Tamale lacked sufficient and good infrastructure, while 12% (14) disagreed.

4. 5. What should the Governm do to Address Youth Economic Migration from Tamale to the Southern Regions of Ghana?

Figure 14: Actions for Sustainable Development to Improve Living Standards



Bansard and Schroder (2021) pointed out the importance of natural resources driving development and wealth creation, which sometimes leads to over exploitation that threatens the livelihoods and well-being of those who depend on them and destroys the ecosystem's health. Regarding establishing a balance between protection and use of natural resources, 95% (104) of the respondents found it essential to curb economic migration, while 5% (7) disagreed. To ensure this balance, a local government official noted the need for youth to have decent jobs, participate in issues that affect their lives (participatory governance and development), and meet the basic needs of life. The person can speak to the problems that affect their lives and solve them. The handling of the environment should be sustainable, provide a good atmosphere, sanitation, and address climate change (R., 123).

The disparity between and within nations is causing worsening poverty, hunger, sickness, illiteracy, and the continuous destruction of the ecosystem we depend on for our wellbeing. Therefore, it is necessary to integrate environmental and development issues for a more significant benefit for all (United Nations Sustainable Development, 1992). In the category of having development that meets the needs of present and future youth, 99% of the respondents (110) affirmed that it is essential while 1% (2) disagreed. An environmentalist added,

Whether private or public, we must all play our part to ensure a total change in our country. We need a shared sense of purpose, ignore excesses in governance and contribute our quota to the country's development. It is only by doing this that we can boast of our having contributed to the development of Ghana. Slowly we will change the face because things are not that easy, but we will make sure that things work out. We should rethink our policies on natural resource management to reflect the situation where the youths, the communities, and those we make the laws for are well centered within the context of the law so that they will accept it, practicalize it and benefit from it. We will only see that natural resources are genuinely protected because we are doing this not for ourselves but for three generations. The dead, they left something for us. We are the living. They are watching us and how we manage that. Then the yet unborn, when we go, we have to bequeath what we have received from the dead to them. What will they say about how we handle the situation? So it is a tripartite natural resource management regime we need to establish (R., 125).

Sustainability of the ecology is linked to humans draining the natural resources depriving future generations of its benefits. Equitable distribution of resource revenues and information are necessities for social justice. However, including economic, social, ecological, spatial, and cultural development supports better living conditions for the sustainability of actions (Gazzoa and Querci, 2017). The finding regarding equitable distribution of resource revenues, 96% (105) of the respondents found it important for sustainable quality of life to reduce youth economic migration in Tamale. Nevertheless, 4% (6) respondents disagreed.

Majority of the respondents 98% (109) agreed that integrating the different aspects of the economy and environmental concerns in sustainable development is critical to

address youth economic migration. However, 2% (3) disagreed

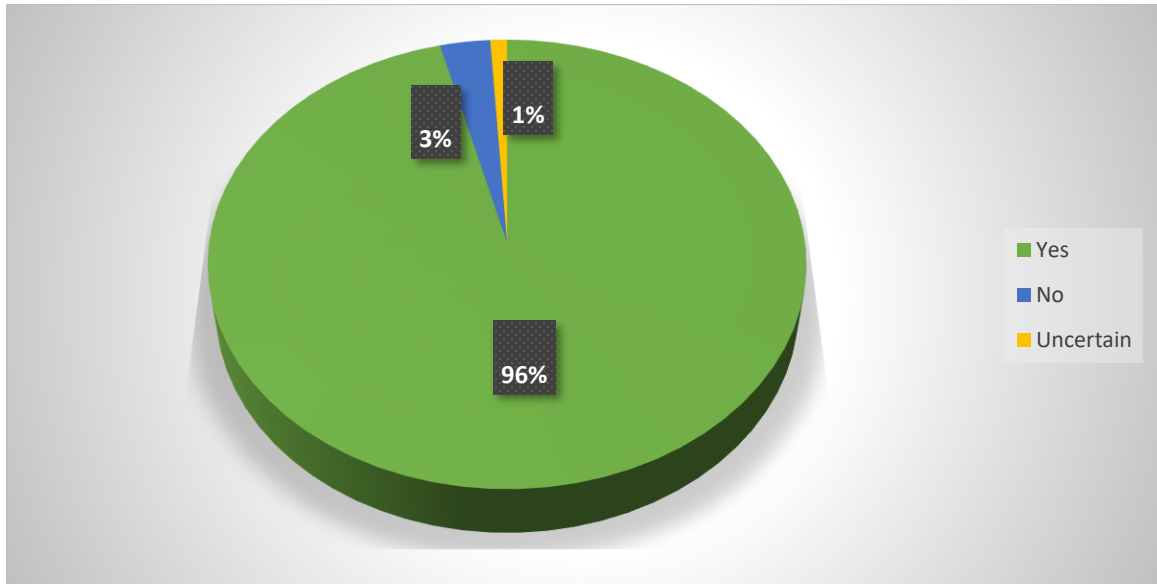
Afforestation and reforestation, especially in degraded lands, are necessary for clean development and reduction in carbon emission. Afforestation, agroforestry, soil, and water conservation provide food security and fight against climate change (Peprah, 2017). Many, 99% (110) of the respondents agreed that planting trees for sustainable economic quality of life is essential but 1% (2) disagreed. A forestry officer reinstated the importance of planting trees,

For instance, they get firewood, which they sell to food vendors and people who smoke meat for sale. Some use wood in roofing their houses, and others also sell fodder for animals. Even in most places, especially in Tamale Metropolis, every home has a tree used as a shelter for resting during the day. These are all employment avenues. When they raise these seedlings and sell, they get all these benefits, and for that matter, when they value it and see the amount of money they get from it compared to those who migrate to labor, it will encourage them to remain (R., 124).

United Nations Sustainable Development (1992) call all nations to create the necessary conditions for sustainable agriculture as a job opportunity for the youth. Thus, respondents call on the government to make agriculture attractive for the youth by training, including agriculture in the educational curriculum, create agribusiness possibilities for job opportunities in the value chain. Failure to invest in transforming agriculture into a more profitable less labour intensive and dignified job and career opportunity for the youth, youth economic migration to the Southern Regions will continue. A youth stated, “Creating and establishing Agriprocessing factors for the value chain agricultural sector for job opportunity” (R. 066). Tirado (2019) added that the importance of the land's care is necessary to keep our bodies and planet healthy. The ecological agricultural method is a means of returning the land to nature, fighting against climate change, and producing enough food for all. In regard to the wisely use of the land, 99% (110) of respondents affirmed the importance of caring for the land for better food production and living

conditions, but 1% (2) disagreed. Well-managed land becomes fertile and produces a good crop yield that provides food security (R., 022).

Figure 15: Development of Tamale Natural Resources



The researcher found it important at this point to assess if the natural resources in Tamale are well developed the can provide employment opportunities for the youth to attain sustainable quality of life. The outcome showed that 97% (106) of the respondents said yes, 3% (4) said no and 1% (2) uncertain.

4. 5. 1. Key Strategic Areas in the Management of Natural Resources in Tamale by Governement

Respondents identified nine key strategic areas government should establish for better management of Tamale natural resources to provide opportunities for the youth to curb youth economic migration.

- (1) Inclusive, participatory, functional structures and institutions that involve all stakeholders(youth, the community, chiefs, NGOs, business people, community

leaders, the private sector, and experts) in the process of natural resource management policy decisions, planning, formulations, design action policy, and implementation programmes. There is also a need to identify and manage the natural resources in Tamale.

The traditional rulers of Tamale should partner with the government for the protection, development, and management of natural resources in Tamale. The youth and opinion leaders should protect, develop, and manage Tamale's natural resources. Government should put a team together to identify and manage these natural resources to give employment to the youth in the resource management sector and make sure that youth in Tamale benefit from the natural resources they have and should not wipe it all to foreigners. Then open opportunities to all Ghanaians with the prerequisite knowledge about management of natural resources to exhibit their talents. (R. 019, R. 25, R. 068, & 087).

- (2) Establish natural resource management training educational centers and institutions to train the youth, the natives, and traditional rulers to acquire practical skills in managing, protecting, and exploiting these natural resources. Invest financially to ensure that these institutions and structures can sustainably harness these natural resources and process them to create employment opportunities for the youth.

The youth and traditional leaders need proper education and skill to manage natural resources. Training on accountability for the use and conservation of natural resources is essential. Government should establish an institution for appropriate monitoring, supervision, accountability, and evaluation of these natural resources (R. 025, R. 027, R. 062, R., 069, R. 074, 078 and R. 087).

Ghanaweb TV's (2020) opinion is that coconut oil, palm oil, palm kernel oil, and shea butter as natural oils that are good in forming cell membranes compared to essential oils such as vegetable oils that raise cholesterol levels. One respondent asked government to provide industries to produce shea butter for use to reduce the importation of oil (R. 15)

- (3) Establish reasonable, effective policies and laws such as environmental issues, deepening government policies on natural resources management, and job creation for the youth to ensure good protection and utilization.

- (4) Constitutional change is needed to reflect environmental protection laws and political crime laws. The 1992 Constitution of the fourth Republic is the fundamental law of Ghana and provides that all must protect the environment and its territorial waters. The political class should ensure the enforcement of rules and policies. There is a need for a complete review of the 1992 Constitutions as it is obsolete. Francophone countries surround Ghana, and there are no laws on the borders and shared territorial waters. How would Ghana protect its marine life if Burkina Faso decided to use chemicals for fishing in their waters?
- (5) Provision of incentives to empower the youth and women economically by one, granting community awards and providing the opportunity for sharing natural resource benefits (win-win). Loans and grants to the child, women, small firms, and the private sector to empower, strengthen and augment or start their businesses to create more jobs. Other incentives include rural electrification, ready markets for the youth and rural farmers to sell their produce, support small enterprise development, rural economic investment programmes.
- (6) Promote artisanal art and craft business and entrepreneurship training in hotel hospitality industries, business management skills, developing a business plan and training youth in leadership skills), economic investment skills development programme, skills in welding and fabrication for employment, and job creation.
- (7) Enabling and conducive environment that ensures security, peace, conflict management, and self-confidence to innovate their future without political and social limitations. Such an environment will make awareness creation possible to combat trafficking in persons, promote culture and provide significant development

projects. It will ensure access to the basic needs, poverty reduction programmes, tax reduction, creation of new tourists centers, naming and shaming corruption, access to housing, stop blaming others (no excuse), and become a leader, not a politician.

- (8) There is a need for national healing of the unconscious emotional psychological-cultural wounds incurred through post-memory from the effect of colonization and the slave trade for better governance and functioning structures.
- (9) Youth empowerment can be achieved by developing their talents innovation, and creativity, to fulfill their needs and that of society. According to Sen's approach, there is a need for sustainable development focused on the human person and not GDP growth. It also requires inclusive participation, functional structures, institutions, enhancement of skills, incentives, psychological health, conducive environment, and opportunities.

In Summary

Through the guidance of Sen's capability theory of development and poverty reduction, this study evaluated first the integral and comprehensiveness of the development in Tamale. Two the empowerment of youth freedom for creativity and innovations to develop their talents and use them to fulfill their needs and that of society. This study provided valuable information on youth economic migration from a resource-rich Tamale to the Southern Regions of Ghana. The findings show that sustainable quality of life can motivate the youth to stay in their locality while its lack can drive economic migration to where they can find it. This study has brought out many unfreedoms such as illiteracy, unemployment, segregation policies resulting from external, limiting youth ability to attain well-being. Due

to this, youth talent development, creativity, and innovation to fulfill their needs and contribute to society's growth are limited a push factor for migration. However, change can be achieved by healing of memories to lead to equitable implementation of development policies and empowering the youth through: one, sustainable development action plan to improve living standards to motivate the youth to remain in Tamale. Two, help instill knowledge, skills, and true patriotism in the youth based on "we" and not "I," "family" as the Dagara proverb says, *nimir be kone e nyor tangne*". Meaning the eye does not cry and the nose keeps quiet. Without this, north-south migration will continue.

CHAPTER FIVE: SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATION

Introduction

The main objective of this study was to analyze the key drivers behind youth economic migration from resource-rich Tamale to the Southern Regions of Ghana. This chapter presents the summary of key findings presented in chapter four and conclusions elaborating the achievement of the study objectives and recommendations that can enhance retention of youth in Tamale reducing economic migration. The researcher focused on four factors under the topic of study. These are: sustainable economic quality of life, factors that drive youth to migrate, the government's strategy for natural resource management, and ways that the Government of Ghana can address youth economic migration.

5. 1. Summary of Findings

The first question concerned youth perception of sustainable economic quality of life. The key findings were that sustainable economic quality of life is essential for every person. In this regard, the majority of the respondents 93% affirmed that having access to the basic needs such as health care, essential nutrition, a clean environment, sanitation, and quality education amounted to a good quality of life. Good governance and accountability systems are needed in a country to manage economic, social and natural resources for the development of her people to attain social, economic, and environmental welfare leading to a sustainable quality of life. This ensured provision of basic needs, social security and livelihood development to curb economic migration. Thus, the responses here agreed with Sen's capability approach theory that availability of the basic needs that form part of opportunities, enable a person to achieve their desired goal and well-being such as good

sustainable quality of life leading to human development. One respondent noted that employment offers a good quality of life and reduces theft and social evils. Social and economic opportunities, namely adequate access to sanitation and safe and accessible drinking water, quality education, health, nutrition, technology, and innovation, improve the quality of life (UN, 1992).

However, 88% of respondents agreed that poor management of the natural resources resulted to lack of access to the basic needs, is part of the external limitation that deprived people of good sustainable economic quality of life as in figure 2. Furthermore, 96% of respondents affirmed that failure of stakeholders who are responsible for ensuring that the youth attain well-being is part of the external factors that hinder individual freedom of choice to achieve what they value as in figure 3

The second question was to identify the motivational factors driving youth migration from Tamale to the Southern Regions of Ghana. The study established several factors ranging from lack of employment opportunities and quality education, high illiteracy to historical injustice and segregatory development policies that developed the Southern Regions and kept the Northern Regions underdeveloped. Availability of opportunities is a gateway for people to achieve their deep desires as in figure 4. Thus, 99% of the respondents affirmed that having job opportunities is a viable opportunity that would reduce youth economic migration as in figure 4. Unfortunately many youth lack access to job opportunities as 66% of respondents in figure 5 affirmed due to politicization that left the few opportunities in the hands of a few. This lack resulted from lack of employment creation affirmed by 93% of respondents, government lack of commitment in exploiting the natural resources in Tamale affirmed by 94% of respondents and inequitable

distribution of economic development policies affirmed by 86% of respondents as in figure 6.

Quality education, inclusion and participation in policies are necessities to ground people to create and innovate as a safety net against economic migration as affirmed by respondents in figure 7. However, this is far from reality as 83% of respondents noted. The shea tree which produces shea butter exported all over the world is a valuable natural resource according to 99% of respondents, which could have been exploited to create opportunities for the youth but it is neglected by the government.

Government youth policy strategies that are supposed to offer youth employment opportunities turn out to be a hindrance due to structures and corruption as indicated by 70% of respondents regarding NYEP. However, 96% of respondents believed that involving youth in employment needs assessment can be a means of addressing youth unemployment and migration. Some remedies are noted for addressing youth economic migration. These include holistic education, psychological healing and enhancement of both intellectual and practical skills in the youth as affirmed by 97% and 89% respectively.

According to Sen's theory, we see here that availability of employment empowers one to live a dignified quality of life that does not violate others freedoms to achieve their goal as in figure 4. However, their lack can trigger unfreedoms such as oppressive or discriminatory policies, injustices, poor infrastructure, social exclusion, political marginalization, lack of job creation, and government indifference as in figure 6. One respondents pointed out the developmental disparity between northern and southern Ghana resulting from historical discrimination where the south has the advantage while the north is disadvantaged.

Other unfreedoms include, one, high illiteracy, poor quality education that lacks skills training that deprived the youth of basic capabilities as in figure 7. Two, the neglect to exploit the natural resources to empower the youth as indicated in figure 9. Three, government youth policies, inadequate and inequitable development policies in figure 10 and lack of enforcement of natural resource management, protection, and exploitation laws and policies are impediments to youth self-development due to weak institutions. Lack of financial capability and government failure to transform agriculture to a level that attracts youth engagement are other unfreedoms that prevent the youth from achieving well-being leading to migration and crime. such as *sakawa*, money laundering, armed robbery and prostitution.

Participation in the different aspects of life in society and holistic quality education enables one to develop one's capabilities that enlarges opportunities for one to achieve one's aim. However, we see that the youth are excluded from policy decision processes such as employment needs assessment, policy formulation, planning, and implementation. The youth suffer from illiteracy, and psychological inertia that block their capabilities to be creative and innovative for their self-development.

Therefore, psychological healing of the unconscious psycho-emotional wound and holistic education are important means of removing these unfreedoms to allow the youth to develop themselves to be the persons they are meant to be as indicated in figure 11.

The third question investigated how much the government's policy strategies for natural resource management contributed to youth economic migration. The study found that psychological wounds and other factors affect government policy strategies for natural resource governance leading to youth economic migration. According to 80% of

respondents, low self-esteem influences government natural resource management policies in Tamale. Although Ghana has laws and policies for natural resource management, they are not applicable to the natural resources in the Northern Regions because they are outside the protected areas and are considered to be inferior compared to cocoa in the Southern Regions. For 86% of respondents, endemic corruption and politicization prevent proper enforcement of the laws. This leads to the plundering of natural resources, and nobody is held accountable. This situation is causing environmental degradation and climate change causing disasters, hence the failure to productively use natural resources for youth development. There is lack of sufficient infrastructure and social amenities for the youth as 88% and 80% of respondents indicated.

The natural resources in Northern Ghana can create opportunities for the youth, but lack of policies, enforcement of the law and investments in their exploitation impedes youth self-development. According to Sen's theory, the interplay of different psychological factors and other factors as in figure 12 influence government natural resource governance and protection. This hindered youth capabilities and opportunities development to be and do what they value for better living standards. This marginalized them further to engage in some antisocial behaviour as one respondent noted that employment opportunities prevent the youth to engage in crime, *sakawa*, depletion of the shea trees, armed robbery and prostitution.

The final summary question sought to identify what government should do to address youth economic migration in Tamale. The study found the need for government to include a sustainable development action plan in its policy strategies to improve living standards as an encouragement for the youth to remain in Tamale. This is expressed by

99% of respondents who indicated the need to have development that meets the needs of present and future generations and 98% of respondents who indicated the need to integrate economy and environmental issues in figure 14.

The means to achieving this includes ensuring inclusive, participatory and functional structures, functional and enforceable policies and laws. There is need for constitutional changes to reflect environmental protection and political crime laws. Incentives to empower the youth and women economically and the promotion of artisanal and craft business internship, mentorship and entrepreneurship training are essential. The means pointed out here supports Sen's theory. Other means include actions that contribute to economic progress for better living conditions for all. There is need for government and other stakeholders first, to remove the different unfreedoms to allow the youth to be creative and innovative, participate in development policy decisions, planning, formulation and implementation to increase life expectancy and make enlightened decisions. Second, establish an integrated approach to education and development to foster initiatives and overcome respective deprivations to enable the youth access available quality basic needs such as effective institutions that will encourage them to remain in Tamale.

5. 2. Conclusion

From the findings, there is a need to ensure that youth attain a sustainable economic quality of life by eliminating obstacles that act as push factors. One, ensure that the youth have access to job opportunities, can do this. Two, invest in quality holistic and systematic transformative trauma-informed education to provide the youth with emotional intelligence, skills and competence-based learning, employment creation and innovations. Prioritization of natural resource management and transformation in Tamale for job

creation is essential through establishment of industries and factories that can process the natural resources into a finished product and offer training and job opportunities for the youth interested in manufacturing and production.

A practical and inclusive development policy for the benefit of all Ghanaians is essential. The government needs to provide incentives and promote artisanal art and craft, and agricultural business entrepreneurship for the youth to function without politicization and corruption. There is also need for supervised internship and mentorship in the education curriculum. These proposed solutions are explained further in the section that follows.

5. 3. Recommendations

This study concludes by summarizing the following recommendations for attitude change and job creation for the youth of Tamale to curb youth economic migration.

5. 3. 1. To the Ghana Government

Based on the findings, there is need for provision of good sustainable economic quality of life. The government needs to collaborate with stakeholders such as parents, moral and spiritual leaders, civil societies, NGOs, media, the private sector and the youth themselves to empower the youth to access good sustainable economic quality of life. This requires commitment of the government to the development of the Northern Regions that have been left behind to create employment, social and economic opportunities for both educated and uneducated youth to live a good sustainable quality of life as a preventive measure of youth economic migration to the Southern Regions of Ghana.

Government must ensure the revision of the 1992 Constitutions to integrate effective and enforceable laws on natural resource governance, exploitation and political crime policies and laws. There is need to train environmental and natural resources lawyers, and the law enforcement agents to understand the criminality associated with environmental and natural resource destruction, degradation and depletion. The government needs to ensure inclusive and participatory development and natural resource governance, policies and functional structures to stamp out corruption and politicization in development and employment issues of all stakeholders including the youth. An enabling environment for all Ghanaians to innovate their lives or their future without politicization is essential.

There is need for healing of memories .Government needs to embark on national recovery from the unconscious emotional psychological-cultural wounds incurred through post-memory from the effects of colonisation and the slave trade for better governance and functional structures and institutions.

Government needs to put structures in place that can help fight and stamp out corruption so that the revenues of the natural resources can be invested in the development of each Ghanaian and the nation's development.

5. 3. 2. Ministry of lands and natural resources

The ministry of lands and natural resources need to establish one, proper natural resource governance in all parts of the country. Two, establish a tripartite natural resource management policies integrated with the SDGs and educate all stakeholders (the traditional leaders, local governments, the local communities and youth) on the importance of environmental conservation and protection. Three, invest in the exploitation and processing

of the natural resources in the Northern Regions of Ghana in an ecological manner to empower the youth to remain in their various regions to contribute to development.

5. 3. 3. Ministry of Tourism, Arts and Culture

There is need to promote artisanal art and crafts entrepreneurial businesses, to encourage the youth to value art and craft, innovate and create self-employment. This ministry can collaborate with the Ministry of education to ensure that artisanal art and craft are included in the educational curriculum and given the importance that it deserves. This requires equipping the youth with skills and financial support as an incentive to create self-employment.

5. 3. 4. Ministry of finance

The ministry of finance needs to give financial and technical support to the private sector as an incentive to expand or start their businesses and companies to absorb many unemployed youths in Tamale to curb youth economic migration

5. 3. 5. Ministry of Food and Agriculture

The ministry of food and agriculture needs to promote agri-entrepreneurial business to a level that attracts the youth and equips them with skills, financial advisory and support, credit facilities and technical empowerment to build and create their businesses.

5. 3. 6. Ministry of Youth, Sports and Education

There is an urgent need to accord the youth a separate Ministry so that youth issues are given the importance they deserve. There is need for ensuring the establishment of a holistic, integrative and transformative trauma-informed and competence-based education curriculum and system that offers quality education to youth in accordance with the needs

of industries and the job markets to avert unemployment and economic migration. The education curriculum must include psychological healing, religious and moral education, practical skills in different fields such as well as Science and Technology and IT to equip the youth to save disastrous situations like the COVID-19. Second, technical, vocational, and entrepreneurial skills training, mentorship, supervised internship, quality teaching, critical thinking, and practical knowledge from Primary to the tertiary level are necessary. This will enable the youth to be creative and innovative in their self-development and the development of the country.

The current youth policy strategies need serious revision. Government needs to collaborate with stakeholders such as the youth themselves, NGOs, the private sector and community leaders to review and propose ways that can help them function better. Government needs to invest financially in these policy strategies and find ways of weeding out corruption to make them functional and beneficial to the youth.

5. 4. Further Research

Although youth economic migration has been extensively written, policies on criminalizing those encouraging minors to migrate to engage in *kayayee*, such a demeaning job is vastly under researched. Thus, little is known if such policies will help discourage minors from migrating and engaging in *kayayee* that endangers their lives. This thesis focused on unemployment and youth economic migration to the southern regions of Ghana.

In addition, though the government has set up an Immigration office in Tamale to deal with irregular international migration in Tamale, the situation has not changed. There

is a need for a deeper investigation to identify what pushes the youth to embark on such a dangerous migration process risking their lives.

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APPENDICES

APPENDIX 1: QUESTIONNAIRE

Introduction

I am Maamalifar M. Poreku from Piina, Upper West Region, Ghana. I am a master's degree student in Hekima Institute of Peace Studies and International Relations, a Constituent College of the Catholic University of Eastern Africa (Kenya). To fulfill the requirement of my degree, I am presently doing a field research on the topic: **Youth Unemployment and Economic Migration in Resource-Rich Tamale.**

The scope of the research is from the Fourth Republic to the present. The findings of this research will help to understand the underlying causes of lack of visible economic development in the lives of the people in spite of Tamale and Ghana's abundant natural resources that lead to youth economic migration.

I would be grateful for your help (your organisation) for answering the following questionnaire. All responses provided to this questionnaire will be confidential and strictly used for academic purpose only. Your assistance will be highly appreciated

Section A: General Information (Please tick only one)

1. Name (Optional).....
2. Gender: Male ☐ Female ☐
3. Age group: 15-25 ☐ 26-35 ☐ 36-45 ☐ 46-55 ☐ 56-65 ☐ 66 and above ☐
4. Education level No formal education ☐ School dropout ☐ Primary School ☐ Junior High School ☐ Senior High School ☐ Technical/Vocational School ☐ Professional Education ☐
Technical University ☐ University ☐
5. Employment categories: Employed ☐ unemployed ☐ Self-employed ☐ Employed by the Government ☐ Employed by the private sector ☐

Section B: Questionnaire

1. To assess the perception of youth on sustainable economic quality of life.

1. Please rate the statements below and indicate whether you agree or disagree that they offer a good quality of life to Tamale youths. *Select only one box per statement.*

Good quality of life	Agree	Disagree
Having the basic needs		
Having security		
Having a well-paid employment		
Having a good family life		
Able to do my own business		

2. Please rate the statements below and indicate whether you agree or disagree with them as what deprive most youths in Tamale of attaining good economic quality of life. *Select only one box per statement.*

What deprives good quality of life	Agree	Disagree
Brain drain (illusion of better opportunities in the southern regions of Ghana)		
Burning of the forests resulting to soil degradation		
Media influence		
Poor natural resource management		
Exclusion of youth from natural resource management		
Degraded agricultural land		
Climate change		

3. Please rate the statements below and indicate who is responsible or not responsible for ensuring that the youth attain a good economic quality of life. *Select only one box per statement.*

Responsible for ensuring good quality of life	Responsible	Not responsible	Uncertain
The Government			
The community			
Parents			
Traditional leaders			
Religious leaders			
The youth themselves			

2. To identify the motivational factors driving youth economic migration to the Southern Regions of Ghana.

4. Please rate the statements below and indicate whether you agree or disagree with them as viable economic opportunities for Tamale youth. *Select only one box per statement.*

Economic opportunities	Agree	Disagree
There should be job availability for the youth in Ghana		
I would like to have an employable career in Tamale		
I would like to have an employable career in the southern regions of Ghana		

5. Have you been able to access these economic opportunities? *Please tick only one*

Yes [] No []

6. Please rate the statements below and indicate whether you agree or disagree that these factors contribute to youth unemployment in Tamale. *Select only one box per statement*

Causes of unemployment	Agree	Disagree
Lack of employment opportunities in the mining sector		
Lack of government commitment to exploiting the natural resources in Tamale		
Inequitable implementation of economic development policies in Tamale		

7. Please rate the statements below and indicate whether you agree or disagree that these factors contribute to youth economic migration from Tamale. *Select only one box per statement.*

Contributing factors to migration	Agree	Disagree
Lack of youth inclusion in economic development planning and implementation		
Lack of corresponding job creation with economic development		
Government indifference for the plight of the youths		
Government insufficient strategies for job creation		
Lack of vocational training institutions to empower youth with employable skills		
It is important to have quality education system in the academic institutions in Ghana		
High illiteracy levels (youths lack of knowledge and skills)		
Lack of quality teaching in educational institutions		
Lack of quality education		

8. If the youth of Tamale have job opportunities, they will not migrate to the southern regions of Ghana. *Please tick only one*

Agree [] Disagree []

9. Please rate the statements below and indicate whether you agree or disagree that these are valuable natural resources in Tamale. *Select only one box per statement.*

Natural resources	Agree	Disagree
Shea trees		
Dawadaw trees		

Baob trees		
Gold		
Good soil for bricks manufacturing		
Non-Timber Forest Products		
Accessible market		
Arable land		
Involve the youth in how best to exploit the natural resources in Tamale		
Poor government policies on economic development		

10. What concrete steps is the government taking in developing these natural resources in Tamale? *Please explain your answer*.....
.....
.....

11. Please rate the statements below and indicate whether you agree or disagree that these contribute to youth economic migration in Tamale. *Select only one box per statement.*

Strategies that contribute to migration	Agree	Disagree
National Service Scheme		
National Youth Employment Programme		
Youth Employment Agency		
National Employment Policy		
Involve the youth in employment needs assessment in Tamale		
It is important to involve the youth in government policy formulation and implementation		
Involve the youths in the implementations of youth's programmes		

12. Please rate the statement and indicate whether they are effective, or ineffective if implemented by the government to address youth economic migration from Tamale. *Select only one box per statement.*

Some solutions that can help address migration	Effective	Ineffective	Not sure
Engage the youth in viable economic quality of life			
Invest in competency-based curriculum education both (practice and theory)			
Ensure that teachers engage the students in creative critical thinking			
Establish an education system that develop both the thinking capacity and practical skills to empower the youth for better economic development			

Holistic education that incorporates psychological healing of the unconscious psychological wounds of low self-esteem			
Healing the dependency syndrome			
Education that helps the youth to integrate the different aspects of their lives to make them whole			

13. What are the three key areas that the government should address to curb Tamale youths economic migration to the southern regions of Ghana?

a).

.....

b).....

c).....

3. To analyze how much government's natural resource management strategies contribute to youth economic migration.

14. Please rate the statements below and indicate whether you agree or disagree that these factors influence the Ghana Government natural resource management policies in Tamale.

Select only one box per statement.

Factors that influence government natural resource management	Agree	Disagree
Negative mental effects of colonisation		
Negative mental effects of the slave trade		
Low self-esteem		
Dependency syndrome		
Lack of political will		
Exclusive development policies		
Emotional wounds resulting from foreign domination		
Inferiority complex		
Lack of capabilities in resource management		
Poor quality education		
Corruption		
Lack of qualified personnel		
Lack of systematic coordination in the implementation of development policy strategies		

15. Please rate the statements below and indicate whether you agree or disagree that the natural resources in Tamale are not used for youth development. *Select only one box per statement.*

Natural resources are not used for youth development	Agree	Disagree
Lack of social amenities for youth		
The youths have access to quality health care		

The youths do not contribute to political process		
Tamale lacks good infrastructure		

4. To identify what government should do to address youth economic migration from Tamale to the Southern Regions of Ghana.

16. Please rate the statements below and indicate whether you agree or disagree with them as necessary for sustainable quality of life. *Select only one box per statement.*

Actions for sustainable quality of life	Agree	Disagree
It is important to have development that meets the needs of the present youths and future youths		
It is important to have equitable distribution of natural resources revenues		
It is important to integrate economy and environmental concerns		
It is important to plant trees for viable quality of life		
It is important to care for the land for better food production		

17. In your opinion, do you think that if the natural resources in Tamale are well developed, they can provide employment opportunities for the youth?	Yes	No	Uncertain

18. In your opinion, what are the three key strategies the government should put in place to ensure better management of Tamale natural resources to enable the youth of Tamale live a productive lifestyle?

- a)
- b).....
- c)

Translation of the Questionnaire in Dagbani

LAHIBALI PAHIRA

LAHIBALI PAHIRA 1 : BOHISI

Lahibali tuuli

N yuli Maamalifar M. Poreku, ka n yi Piina na, Tudu wulinluhili polo, (Upper West Region) Ghana. N nyɛla Masitas digrii karimbɛ, m-be shikuru shɛli bɛ ni booni Hekima Institute of Peace Studies and International relations, Kɔlegi shɛli din nyɛ Catholic University of Eastern Africa din be Kenya la wulli. Din ni che ka n digirii maa yɛl' bɔra

pali, N niŋdila vihigu saha ɲo din taachi nye Tamale tingbani din mali arizichi pam mini bipola tuma kalinsi ni be ni yiri loori tinsi bomma zuɣu shem yela.

Vihigu ɲo ni yen vihi nya binshenya nyela din yen soŋ kahigi daliri shenya ɲan che ka bomma ni nyamma lebiginsim ka niriba bieɲigu ni, di mini Gana tingbani mali arizichi pam maa zaa yoli, bipola na kuli yirimi loori tin' shenya.

Di ni niŋ ma nyayisim, a/yi yi labisi bohihi ɲo. Labisibu kam zaa zaŋ ti bohihi ɲo yen nyela ashili, ka kul ni zaŋ tumla kariŋ baŋsim bomma tuma ko. Nintiyili ni be yi soŋsim maa ni.

Yayili A: Lahibali kam din beni (bohigu kam, piimi zag gaŋa)

1. **A yuli (A yi bora)**.....
2. **Payaa bee Doo:** Doo [] Paya []
3. **Yuma:** 15-25 [] 26-35 [] 36-45 [] 46-55 [] 56-65 [] 66 mali chana []
4. **A ni chaŋ shikuru zani sheli tariga:** N yimi [] Pimari Shikuru [] Jinia Hai Shikuru [] Sinia Hai Shikuru [] Yunivasiti [] Yunivasiti Kollegi [] Nuuni tuumbaŋsim shikuru [] Baŋdiba shikuru [] N kuli bi chaŋ shikuru [] N daa yila shikuru []
5. **Tuma yayili:** Be kpuyi ma tuma n-tumda [] M bi tumda [] N tumdila n dahalali tuma [] N tumdila Gommanti tuma [] N tumdila ziengama tuma []

Yayili B Bohisi

1. Ni di vihi nya bipola teha zaŋ chaŋ bomma ni nyamma ni chani vienyela shem niriba bieɲigu puuni.

1. Dimi suɣulo, wuhimi a teha zaŋ chaŋ lahabali din do gbunni ɲo zaɣ' yini kam polo. Wuhimi a ni sayi ti shem bee a ni bi sayi ti shem ni ɲa nyela din tiri bipola ban be Tamale bieɲ' suma. Boomi boyisi yini yeligu kam ni

Bier'sun bieɲigu	N sayi	M bi sayi
A yi mali bieɲu kam yel' bora		
Gu ka tayi malibu		
So yi kpuyi a tuma, din yori viela		
Bieɲigu yi vieli ti a mini a daŋ		
N yi tooi niŋdi m-maŋmaŋa daabiligu		

2. Dimi suɣulo, wuhimi a teha zaŋ chaŋ lahabali din do gbunni ɲo zaɣ' yini kam polo. Wuhimi a ni sayi ti shem bee a ni bi sayi ti shem ni ɲa nyela din guri ka tayiri bipola ban be Tamale bomma ni nyamma bier' suma. Boomi boyisi yini yeligu kam ni

Din guri ka tayiri bier'sun biehigu	N sayiya	M bi sayi
Baṇḍiba yi n-looi tiṇa (Tɛha kadama bomma so' vɛla bela Nyɔŋ ni)		
Nyɔŋ nyɔbu din sayindi tam		
Lahabali churi haṅkali fabo		
Di ni bi gbubi tingbani namatieri vienɣɛla shɛm		
Bipola nuu yihibu zaŋ chaŋ tingbani namatieri gbubbu polo		
Pu' tam kalinsi		
Tingbani biisim tayibu		

3. Dimi suɣulo, wuhimi a tɛha zaŋ chaŋ lahabali din do gbunni ŋɔ polo. Wuhimi a ni sayi ni di zaɣ' yini kam n-tahili bee pa dina n-tahili ka bipola tooi nyari bomma ni nyamma bieh' suma. *Boomi adaka yini yɛligu kam ni*

Bier'sun bo n-ti	Dina n-tahili	Pa dina n-tahili	M bi mi
Gɔmdanti			
ɣileli			
Laamba			
Nanima			
Adiini toondaannima			
Bipola maa maŋmaŋa			

2. Ni di baŋ bin' shɛŋa din nyamdi bipola nii, ka di zuɣu che ka bɛ yiri kuni nyɔŋ ni Ghana ŋɔ

4. Dimi suɣulo, wuhimi a tɛha zaŋ chaŋ lahabali din do gbunni ŋɔ zaɣ' yini kam polo. Wuhimi a ni sayi ti shɛm bee a ni bi sayi ti shɛm ni ŋa nyɛla bɔmma soya zaŋ ti bipola ban be Tamale. *Boomi bɔyisi yini yɛligu kam ni*

Bomma ni nyamma soya	N sayiya	M bi sayi
Di simdi ni tuma beni zaŋ ti Ghana bipola		
N suhi ni yu ni m mali baŋsim shɛli n ni ni tooi zaŋ tum tuma Tamale		
N suhi ni yu ni m mali baŋsim shɛli n ni ni tooi zaŋ tum tuma Nyɔŋ ni		

5. A tooi nya bee m-paai bomma ni nyamma soya ɲo sheli? Dimi suɲulo, boomi zaɲ' yini ko. Iin [] Aayi []

6. Dimi suɲulo, wuhimi a tɛha zaɲ chaɲ lahabali din do gbunni ɲo zaɲ' yini kam polo. Wuhimi a ni sayi ti shɛm bee a ni bi sayi ti shɛm ni ɲa nyela din tahiri Tamale bipola tuma kalinsi na. *Boomi bɔyisi yini yɛligu kam ni.*

Din che ka tumanima kani	N sayiya	M bi sayi
Tuma kalinsi salima gbibu tuma yayili		
Gɔmnanti zeyimɔali kalinsi zaɲ chaɲ tingbani namatieri gbi n-yihi polo		
ɲarigu zaɲ chaɲ Tamale bomma ni nyamma lebiginsim mara zaɲ tum tuma polo		

7. Dimi suɲulo, wuhimi a tɛha zaɲ chaɲ lahabali din do gbunni ɲo zaɲ' yini kam polo . Wuhimi a ni sayi ti shɛm bee a ni bi sayi ti shɛm ni ɲa nyela din tahiri Tamale bipola yi n-lohi tinsi na. *Boomi bɔyisi yini yɛligu kam ni.*

Daliri sheɲa ɲan che ka niriba zori loori tinsi	N sayiya	M bi sayi
Bipola zaɲ pahi lebiginsim tuma gbaabu soya kalinsi		
Tuun' sheɲa ti ni namda mini bomma ni nyamma tooni chandi soya ni wali shɛm.		
Gɔmnanti zaɲsim kalinsi zaɲ chaɲ bipola fabila polo		
Nuuni tuum' baɲsim kariɲ duri kalinsi din ni baɲsi bipola ni baɲsim sheli be ni ni tooi zaɲ tum tuma.		
Di tu kamaata ni ti bo baɲsim bɔbu soya din viɛla ti shikuruti mini kariɲ duri din be Tamale		
Zuyusabilitali zoosim (Bipola baɲsim kalinsi)		
Wuhiri suɲ kalinsi kariɲ zona puuni		
Bipola dii bi chaɲ shikuru vienyela		

8. Bipola ban be Tamale yi mali tuma, be ku yiri loori tinsi din be Nyɔɲ ni. *Dimi suɲulo, boomi zaɲ' yini ko* **N sayiya** [] **M bi sayi** []

9. Dimi suɲulo, wuhimi a tɛha zaɲ chaɲ lahabali din do gbunni ɲo zaɲ' yini kam polo. Wuhimi a ni sayi ti shɛm bee a ni bi sayi ti shɛm ni ɲa nyela Tingbani namatieri din be Tamale ka mali anfaani. *Boomi bɔyisi yini yɛligu kam ni.*

Tingbani namatieri	N sayi	M bi sayi
Taansi		
Dohi		
Tuhi		
Salima		
Tam'vielli din ni tooi nma bilichisi		
Nyong namatieri din pa taabo dari		
Daa din dibu be asaam		
Pu'tam		
Bipola nuu timbu ni be ni yen niŋ shem n-yihi anfaani tingbani namatieri njan be Tamale maa ni.		
Gomnanti mar'chayima zaŋ chaŋ lebiginsim polo.		

10. So' kpeen' dini ka Gomnanti kpuyi ni o lebigi lala tingbani namatieri din be Tamale njo maa? Dimi suyulo, kahigimi a labisibu maa.....
.....
.....
.....

11. Dimi suyulo, wuhimi a teha zaŋ chaŋ lahabali din do gbunni njo zaŋ' yini kam polo. Wuhimi a ni sayi ti shem bee a ni bi sayi ti shem ni na nyela din kparisiri Tamale bipola yi n-looi tinsi bomma zuyu. *Boomi bayisi yini yeligu kam ni.*

So'sheŋa njan tahiri tinsi yi n-looi na	N sayi	M bi sayi
National service tuma		
National youth employment tuma		
Bipola tuma bo n-ti yayili		
Tingbani tuma bo n-ti mara		
N-che ka bipola nuu be tuma nima bobu saawara gbaabu ni Tamale njo.		
Che ka bipola nuu be tuun' sheŋa njan nya ba puuni.		
Di niŋ talahi ni pipola mali nuu timbu zaŋ chaŋ Gomnanti maranima mini njanima zaŋ tum tuma polo.		

N-che ka bi'pola nuu be be manman tumanima zaŋ tum tuma polo.		
---	--	--

12. Dimi suɣulo, wuhimi a teha zaŋ chaŋ lahabali din do gbunni ɲɔ zaɣ' yini kam polo ka wuhi di ni mali buchi pam shem ni di ni ka buchi shem di yi niŋ ka Gɔmnanti zaŋ li tum tuma ni di baligi Tamale bipola yi n-looi tinsi bomma zuɣu. *Boomi boɣisi yini yeligu kam ni.*

Yelshɛŋa ɲan ni tooi sɔŋ tuhi ka kari tinsi yi n-looi	Di dii ka buchi	Di ka buchi	N ka dihitabili
Bipola nuu timbu zaŋ chaŋ bomma ni nyamma din jendi biɛhigu vielim polo.			
N-ku arizichi niŋ kariŋ baŋsim so' sheli din ni che ka karimbihi bohim ka baŋ vienyela (din ni che ka be karim ka zaŋ tum tuma)			
N-che ka karimbanima wuhi karimbihi teh' zilima din mali bukaata tɛhibu			
M-mali kariŋ baŋsim bobu so' chib' sheli din ni lɛbigi bipola teha yiko, ka baŋsi ba ni nuuni tuun' shɛŋa din ni che ka be bɔmma lɛbigi.			
Baŋsim so' chib' muni din ni tibi daŋ' shɛŋa ti ni mali ti suhuri ni, ka di nyela tieh'bieri n-ti ti li la.			
Yuli ziɛm maŋa tieha la taɣibu/tibbu			
Kariŋ baŋsim so' chib' sheli din ni sɔŋ karimbihi, ka be tooi layim be biɛhigu yaɣa pam n-niŋ zaɣ' muni/yini.			

13. Yaya dibaata dini n-lee simdi ni Gɔmnanti lihi ka di tooi sɔŋ baligi/n-tuhi kari Tamale bipola yi n-looi nyɔŋ ni bomma ni nyamma zuɣu Gana ɲɔ?

- a).....
b).....
c).....

3. Ni di to n-teei Gɔmnanti ni kpuyi so' shɛŋa ni di gbubi tingbani namatieri vienyela ni sɔŋsi bipola yi n-looi tinsi bomma zuɣu shem.

14. Dimi suɣulo, wuhimi a teha zaŋ chaŋ lahabali din do gbunni ɲɔ zaɣ' yini kam polo. Wuhimi a ni sayi ti shem bee a ni bi sayi ti shem ni ɲa nyela din mali nuu timbu Ghana Gɔmnanti ni zali mara shɛŋa zaŋ chaŋ tingbani namatieri gbubbu polo. *Boomi boɣisi yini yeligu kam ni.*

So'sheɲa ɲan che ka Gɔmnanti zaɲsim ka tingbani namatieri ni	N sayi	M bi sayi
Maɲa sulinsi deebu ninbieri zaɲ chaɲ ti tɛha polo		
Ninsalinima dabu ninbieri zaɲ chaɲ ti tɛha polo		
Maɲa jilima din bi du/kalisi		
Du m-ba taba biɛhigu		
Politisanima tɛha zaɲ chaɲ tuma polo.		
Lɛbiginsim maranima soya kalinsi		
Suhugarigu zaɲ chaɲ tinduyanima ni mali yaa ti tingbani ni shɛm		
Yuli ziɛm maɲa		
Tingbani namatieri vienyɛla gbubbu yiko kalinsi.		
Shikuru kariɲ baɲsim chɔyima		
Korinfahili		
Niriba ban mali tuumbaɲsim kalinsi		
Saawara gbaabu kalinsi lɛbiginsim mara soya zaɲ tum tuma polo		

15. Dimi suyulo, wuhimi a tɛha zaɲ chaɲ lahabali din do gbunni ɲɔ zaɲ' yini kam polo. Wuhimi a ni sayi ti shɛm bee a ni bi sayi ti shɛm ni bɛ bi mali tingbani namatieri din be Tamale tumdi bipola lɛbiginsim tuma. *Boomi bɔyisi yini yɛligu kam ni.*

Tingbani namatieri bi mali tumdi bipola lɛbiginsim tuma	N sayi	M bi sayi
Bier' suɲ binbɔra kalinsi zaɲ ti bipola		
Alaafɛe bɔbu so' viɛla beni ti bipola		
Bipola bi timdi nua politisa yɛltɔya ni		
Yɛl' shɛɲa ɲan tahiri lɛbiginsim na kalinsi (kamani niyilim buyum, ni pala) dii bi viɛla.		

4. Ni di baɲ Gɔmnanti ni yɛn niɲ shɛm, m-baligi Tamale bipola yi n-looi nyɔɲ ni ka di nyɛla bomma zuɲu Gana tingbani ɲɔ ni.

16. Dimi suyulo, wuhimi a tɛha zaɲ chaɲ lahabali din do gbunni ɲɔ zaɲ' yini kam polo. Wuhimi a ni sayi ti shɛm bee a ni bi sayi ti shɛm ni ɲa nyɛla ɲan kpa talahi ni nira tooi be bier' suɲ n-kuli mali wara. *Boomi bɔyisi yini yɛligu kam ni.*

Niɣsimnima ɲan ziri bier'suɲ biɛhigu na	N sayiya	M bi sayi
Di niɲ kamaata ni ti bo zal' kpana zaɲ chaɲ ti ni guri ka tayiri ti tingbani namatieri shem, ni ti ni mali ɲa tumdi tuma shem.		
Di niɲ kamaata ni ti bo lebiginsim din ni soɲ ti zuɲo bipola mini soha' biɛyuni bipola zaa.		
Di niɲ kamaata ni ti tari ti tingbani namatieri ni yihi arizichi sheli dede ka ɲarigu kani.		
Di niɲ kamaata ni ti layim ti bomma ni nyamma mini ti zileli yelibɔra.		
Di niɲ kamaata ni ti sa tihi din ni soɲ vieligi ti biɛhigu		
Di niɲ kamaata ni ti niɲ ti zaya niɲ ti tingbani gbubbu polo, din ni che ka ti kɔri ka kpuyiri vienyɛla.		

17. A tieha puuni, a tehiya ni tingbani namatieri din be Tamale ɲo yi nya lebiginsim vienyɛla, Din tooi bo tuma n-ti bipola? <i>Dimi suyulo, kahigima?</i>	Iin	aayi	M bi baɲ

18. A teha puuni, so' chibisi dibaata dini ka di simdi ni Gɔmnanti zaɲ tum tuma ka di soɲsi tingbani namatieri din be Tamale, din ni che ka bipola ban be Tamale mali bier' suɲ.

- a).....
b).....
c).....

APPENDIX 2: INTERVIEW GUIDE

Specific Objective	Respondent's Questions	Prompts
1. To assess youth perception of sustainable economic quality of life	1. What would you consider to be a good quality of life? 2. What would you need in life to live a fulfilled life? 3. What would you consider to provide sustainable quality of life?	Quality of life
2. To identify the motivational factors driving Tamale youth economic migration to the Southern Regions of Ghana	1. What are the factors behind youth unemployment in Tamale? 2. How can the government create more employment for the youth to effectively address youth unemployment as a way of curbing youth economic migration in Tamale to the southern regions of Ghana?	Reasons for unemployment Job creations

	3.What are the existing opportunities that can potentially provide a fulfilled life for the youth in Tamale?	Available opportunities
3. To analyze how far government's strategies for natural resource management have contributed to youth economic migration	1. What are the existing government strategies on natural resource management in Tamale that have been implemented to curb youth economic migration? 2. To what extent are these strategies used for the development of the youths? 3. In which ways can the natural resources in Tamale be used for youth self-development?	Implementation of strategies to discourage migration The development they offer to the youth How the natural resources be use for development
4. To identify what government should do to address youth economic migration from Tamale to the Southern Regions of Ghana	1. What concrete actions has the Government taken in Tamale to ensure good management of Tamale natural resources for development activities involving the youth to curb youth economic migration? 2. In which ways can these concrete steps offer a sustainable economic quality of life for the youth?	Inclusive management of natural resources A solution towards offering the youth economic quality of life

Translation of the interview in Dagbani

LAHIBALI PAHIRA 2: BOHISI SO'DOLISI

Nia ni jendi sheli	ɲun labisira bohisi	Teebu
1. Ni di vihi nya bipola tɛha zaŋ chaŋ bɔmma ni nyamma ni chani viɛnyɛla shɛm niriba biɛhigu puuni.	1. A lee tiɛhiya ni biɛhigu vielim saniya nyɛ dini? 2. Bɔ ka a yɛn bɔra biɛhigu puuni ni di che ka a biɛhigu pali? 3. A tɛhiya ni bɔ n-ni tooi tahi biɛhi' suŋ din ka naabu na?	Biɛh'suŋ
2. Ni di baŋ bin' shɛŋa din nyamdi bipola nii, ka bɛ yiri kuni nyɔŋ ni Ghana ɲɔ	1. Yɛl' bonima n-lee tahiri tuma kalinsi na Tamale tingbani ni?	Dalirinima ɲan che ka niriba yiri loori tinsi

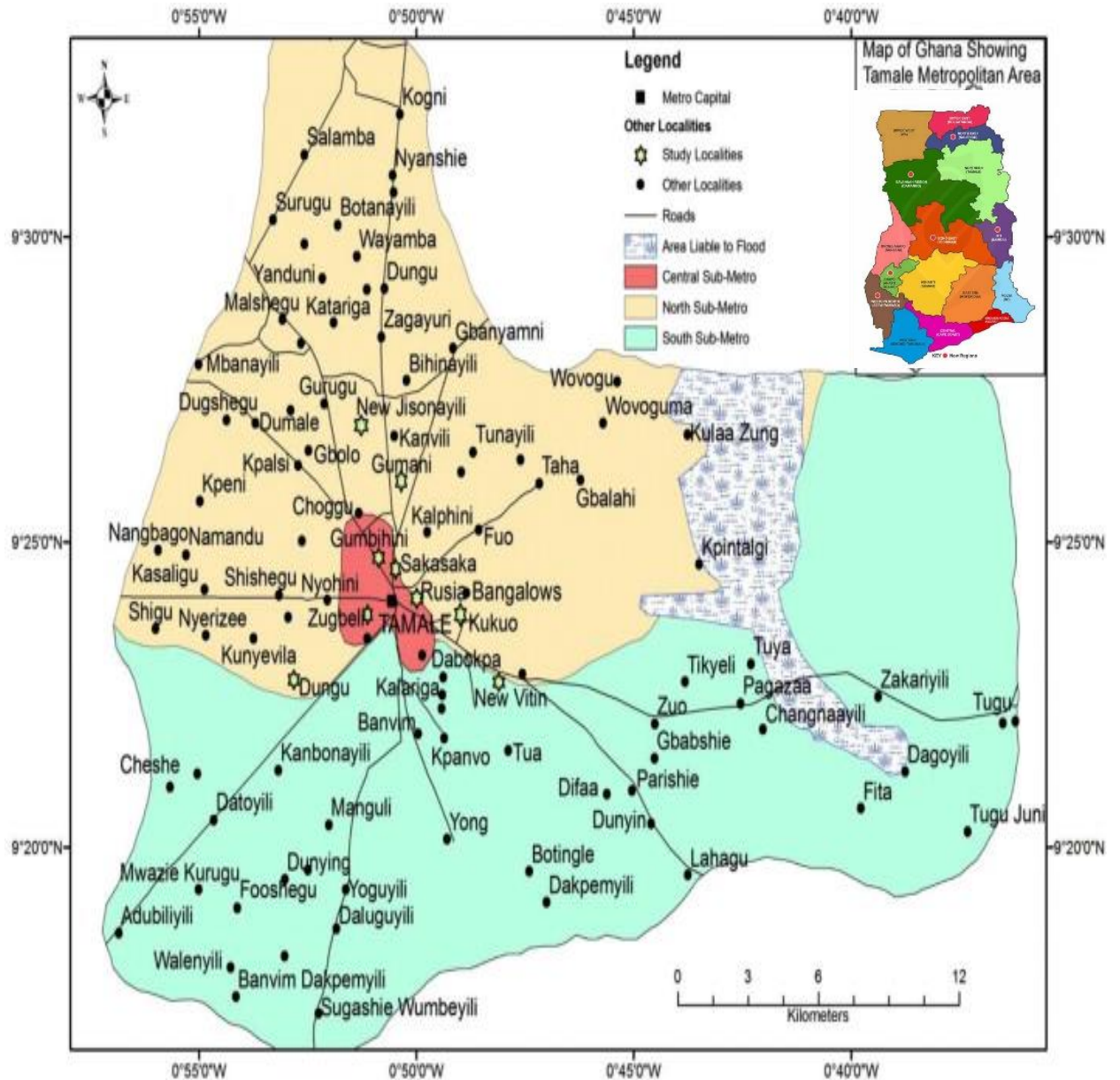
	2. Wula ka Gɔmnanti ni tooi kpiri/n-nam tuma n-ti bipola, ka di sɔŋ n-tuhi ka kari tuma kalinsi, ka di che ka bipola ban be Tamale ku lahi zo n-looi nyɔŋni bomma ni nyamma zuɣu Gana ŋɔ? 3. So' dinnima n-lee pun beni, ka ni tooi che ka Tamale bipola sɔha' bieɣu bieɣigu pali?	Tuma kpabu bee kpuribu So'sheɣa ŋan pun bieni
3. Ni di to n-teei Gɔmnanti ni kpuyi so' sheɣa ni di gbubi tingbani namatieri vienyɛla ni sɔŋsi bipola yi n-looi tinsi bomma zuɣu shɛm.	1. Gɔmnanti so' chib' dinnima n-lee pun beni, zaɣ chaɣ tingbani namtieri polo Tamale ŋɔ, ka nya naba n-zani, ni di tuhi kari bipola yi n-looi tinsi bomma ni nyamma zuɣu Tamale ŋɔ? 2. Kamani wula ka a tehi ni be mali lala so' chibisi ŋɔ tumdi tuma, ni di che ka bipola maa tɔŋ/ka be bieɣigu liebigi? 3. Wula ka di ni tooi zaɣ tingbani namatieri din be Tamale maa n-tum tuma, ka di sɔŋ bipola maa maɣmaɣa.	Nuu timbu zaɣ chaɣ tingbani namatieri polo Liebiginsim sheɣa di ni bori tiri bipola maa Tingbani namatieri ni ni tooi zaɣ/tahi liebiginsim na shɛm
4. Ni di baɣ Gɔmnanti ni yɛn niɣ shɛm, m-baligi Tamale bipola yi n-looi nyɔŋ ni ka di nyɛla bomma zuɣu.	1. So' chib' dinnima ka Gɔmnanti kpuyi Tamale ŋɔ, ni di kpaŋsi tingbani namatieri tɔŋbu, ka bipola gba mali nuu timbu di puuni, din ni tuhi nyaɣ tinsi yi n-looi bomma ni nyamma zuɣu? 2. So' dina ka di ni doli ka lala so' chibisi ŋɔ maa ni tooi vieligi bipola bieɣigu kuli mali wara?	Nuu timbu zaɣ chaɣ tingbani namatieri gbubbu polo So'sheli ŋan ni sɔŋsi bo bier'suɣ ti bipola

APPENDIX 3: MAP OF GHANA



Source: Wordpress (2019)

APPENDIX 4: MAP OF THE TAMALE METROPOLITAN AREA



Source: Yakubu, Akaateba and Akanbang as in Kuusaana and Eledi (2015)

APPENDIX 5: RESEARCH PERMIT



HEKIMA UNIVERSITY COLLEGE

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HEKIMA INSTITUTE OF PEACE STUDIES AND INTERNATIONAL RELATIONS

The Controller General,
Ghana Immigration Service,
Accra

Date: May 28, 2020

Our ref: Our ref: 1/061/Dean/HIPSIR

RE: RESEARCH PERMIT

This is to confirm that **Maamalifar Poreku** is a student at Hekima Institute of Peace Studies and International Relations (HIPSIR), Hekima University College a constituent college of Catholic University of Eastern Africa (CUEA). Maamalifar is pursuing an MA degree in Peace Studies and International Relations and is required to undertake a field research in Tamale, Northern region Ghana. Her research is entitled: **Youth Unemployment and Economic Migration in Resource-rich Tamale, Ghana.**

The Ethics Committee at Hekima University College has found no serious ethical issues to prevent this research from taking place.

I would appreciate if you can approve Maamalifar's research and issue her with a research permit.

Sincerely yours,

Rev. Dr. Kifle Wansamo, S.J.
Dean, Hekima Institute of Peace Studies and International Relations



APPENDIX 6 : RESEARCH AUTHORIZATION

In case of reply the number and date of this letter should be quoted

GHANA IMMIGRATION SERVICE (HQ)
No. 2 Mozambique Link, Ridge
PMB, Ministries,
Accra

Tel: +233 302 224445/ 213401/ 223077
Fax: +233 302 226731/ 258250
Email: info@ghanaimmigration.org
Web: www.ghanaimmigration.org



OUR REF GIS/HQ/MMB/033/V.1
YOUR REF

Date..... 15TH SEPTEMBER, 2020

**HEKIMA UNIVERSITY COLLEGE
P. O. BOX 21215
NAIROBI, KENYA**

Dear Sir,

RESEARCH PERMIT

With reference to your letter 1/061/dean/HIPSIR, dated May, 28th 2020, which was sent to Ghana Immigration Service, in regards to **Maamalifar Poreku** field research which would be undertaken in Tamale in the Northern Region of Ghana.

I officially write to inform you that approval has been given, and that she can come to the country and conduct her research. Our Migration Information Center (MIC) office in Tamale have been informed about the research and the office is in readiness to offer the necessary assistance to the researcher.

Meanwhile, I would recommend that Maamalifar Poreku apply for student permit if she will be staying in the country for more than sixty (60) days after her arrival into Ghana as stated in the GIS Act 573 of 2000.

Thank you.

Sincerely Yours,



.....

**FOR: COMPTROLLER-GENERAL
MARY LOIS AMO-RICHMOND (SUPT)
MIGRATION MANAGEMENT BUREAU
HEADQUARTERS, ACCRA**

cc: OIC, MIC, Tamale