

CHRISTIAN SERVICE UNIVERSITY COLLEGE

**ASSESSMENT OF THE INFLUENCE OF AGRIBUSINESS INCENTIVES ON
YOUTH EMPLOYMENT IN GHANA. A CASE STUDY OF ATWIMA
KWANWOMA DISTRICT.**

BY

SYLVIA KONADU AMAKYE

(16010351)

**DISSERTATION SUBMITTED TO THE DEPARTMENT OF PLANNING
AND DEVELOPMENT OF THE FACULTY OF HUMANITIES, CHRISTIAN
SERVICE UNIVERSITY COLLEGE, KUMASI, IN PARTIAL FULFILMENT
OF THE REQUIREMENTS FOR THE AWARD OF MASTER OF SCIENCE
DEGREE IN MONITORING AND EVALUATION**

SEPTEMBER 2023

DECLARATION

Candidate's Declaration

I hereby declare that this thesis is the result of my own original work and that no part of it has been presented for another degree in this university or elsewhere.

Candidate's Signature:

Date:

Name: Sylvia Konadu Amakye

Supervisor's Declaration

I hereby declare that the preparation and presentation of this thesis were supervised in accordance with the guidelines on supervision of thesis laid down by the Christian Service University College.

Supervisor's Signature:

Date:

Name: Dr. Charles Dwumfour Osei

ABSTRACT

The future of the agricultural business is in doubt due to the poor engagement of young people in agricultural production. In many emerging nations, the agricultural industry is underperforming. This is due to the fact that young people, who nearly everywhere play important roles as farmers, laborers, and entrepreneurs, represent a critical resource for agriculture and the rural economy. This study sought to assess the influence of agribusiness incentives on youth employment in Ghana, a case study of Atwima Kwanwoma District. The descriptive research approach which is a quantitative research design was adopted for this study. The non-probability sampling technique was applied in this study. The youths that were unemployed and those that are currently or previously engaged in agriculture were the targets. The study indicated that there is a strong and positive relationship between economic and non – economic incentives towards youth employment into agribusiness. The study has revealed that, the government and other financial institutions have not made it easy obtaining financial assistance for agribusiness. Meanwhile there is no assistance from friends and family that can be relied on for financial assistance for agribusiness purposes. However, most people especially the youth are really ready to learn and undergo every training that is needed for them to enter into agribusiness in a large scale that will help benefit them and the country as a whole. It was recommended that since people do not have financial aid and supervision for agribusiness, there is the need for the government to make available financial, skill and technological assistance that will encourage the youth to enter into agribusiness.

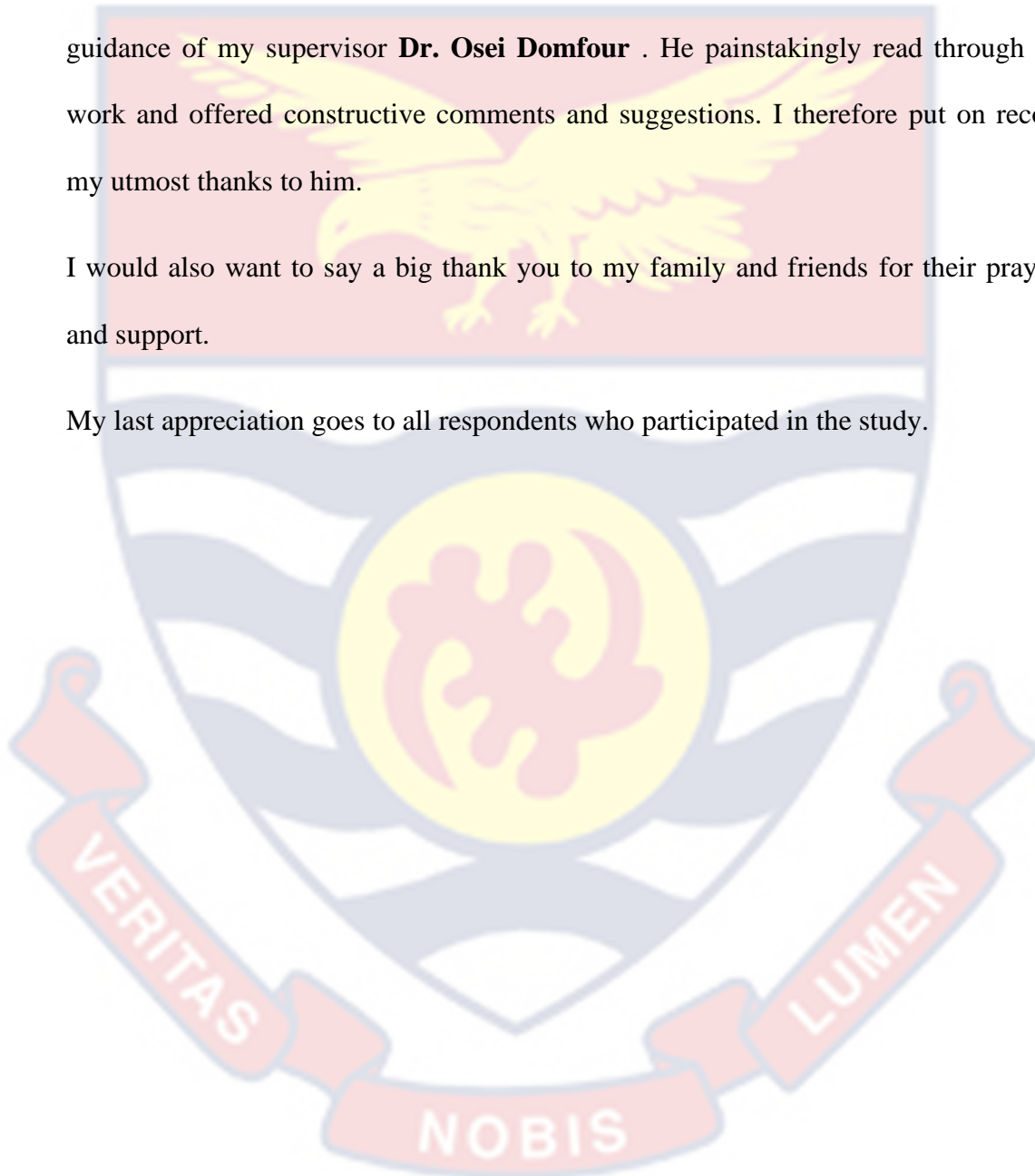
ACKNOWLEDGEMENT

My deepest appreciation goes to Almighty God for His Grace and mercy for seeing me through this work.

In working through this thesis I count myself fortunate to have been under the expert guidance of my supervisor **Dr. Osei Domfour** . He painstakingly read through the work and offered constructive comments and suggestions. I therefore put on record my utmost thanks to him.

I would also want to say a big thank you to my family and friends for their prayers and support.

My last appreciation goes to all respondents who participated in the study.



DEDICATION

I dedicate this work to my Family.



TABLE OF CONTENT

DECLARATION	ii
ABSTRACT	iii
ACKNOWLEDGEMENT	iv
DEDICATION	v
TABLE OF CONTENT	vi
LIST OF TABLES	ix
LIST OF FIGURES	x
CHAPTER ONE	1
INTRODUCTION	1
Background of the Study	1
Problem Statement	4
Research objectives	6
Research questions	6
Scope of the Study	7
Significance of the Study	8
Organization of the Study	9
CHAPTER TWO	10
LITERATURE REVIEW	10
Introduction	10
Theoretical Review	10
The Concept of Youth and its Various Dimensions	14
The Concept of Entrepreneurship and Agribusiness Incentives	16
The Concept of Youth in Agribusiness	20
How Agribusiness Incentives Affect Youth Employment	22
Education and Information Technology	23
Capacity Building and Skill Development	24
Government Policies	25
Access to Finance	26
Empirical Review	28
Theoretical Review	32

Conceptual Framework	33
CHAPTER THREE	36
METHODOLOGY	36
Introduction	36
Research Design	36
Area of the Study	37
Data Type and Sources	39
Estimation Strategy	39
Target Population	39
Sampling Technique and Sample Size	39
Research Instruments	40
Data Presentation and Analysis Procedure	40
Ethical issues	41
Summary	41
CHAPTER FOUR	42
DATA ANALYSIS AND INTERPRETATION OF RESULTS.	42
Introduction	42
Demographic Characteristics and Business Information	42
Age Category	42
Gender	43
Marital Status	44
Number of Dependents	44
Educational Level	45
Data Interpretation	46
Research Question 1: To Analyze how Agribusiness Incentives can Influence Youth Employment in Ghana.	46
Research Question 2: To Assess how Non-economic Incentives can Influence Youth Employment	48
Reliability analysis on Capacity building	52
Research Question 3: To Identify what Hinders the Interest of Youth in Ghana to Enter into Agribusiness	53

Research Question 4: To Suggest Ways to Attract the Youth's Interest in Agribusiness

54

CHAPTER FIVE **56**

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS **56**

Introduction 56

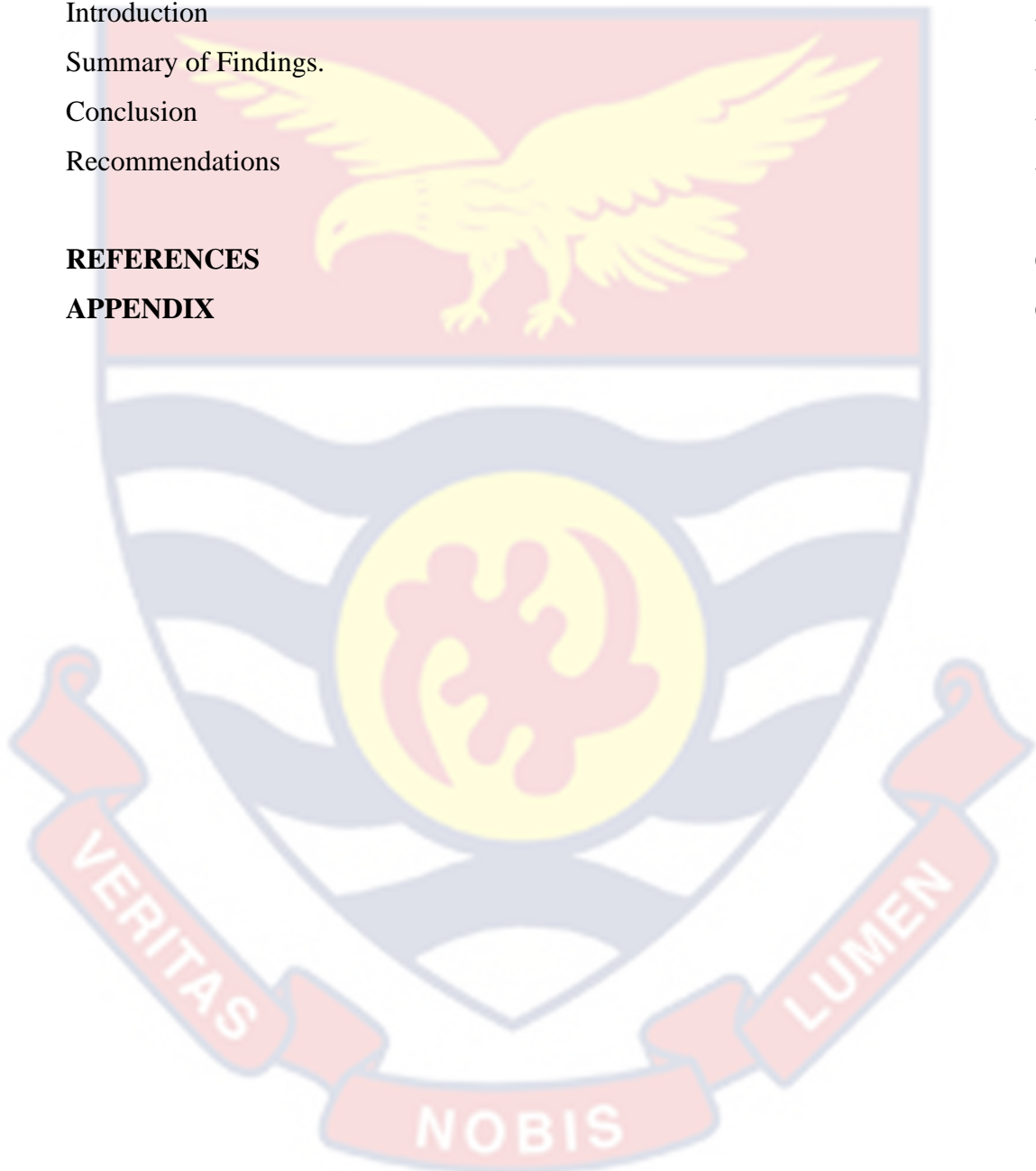
Summary of Findings. 56

Conclusion 57

Recommendations 58

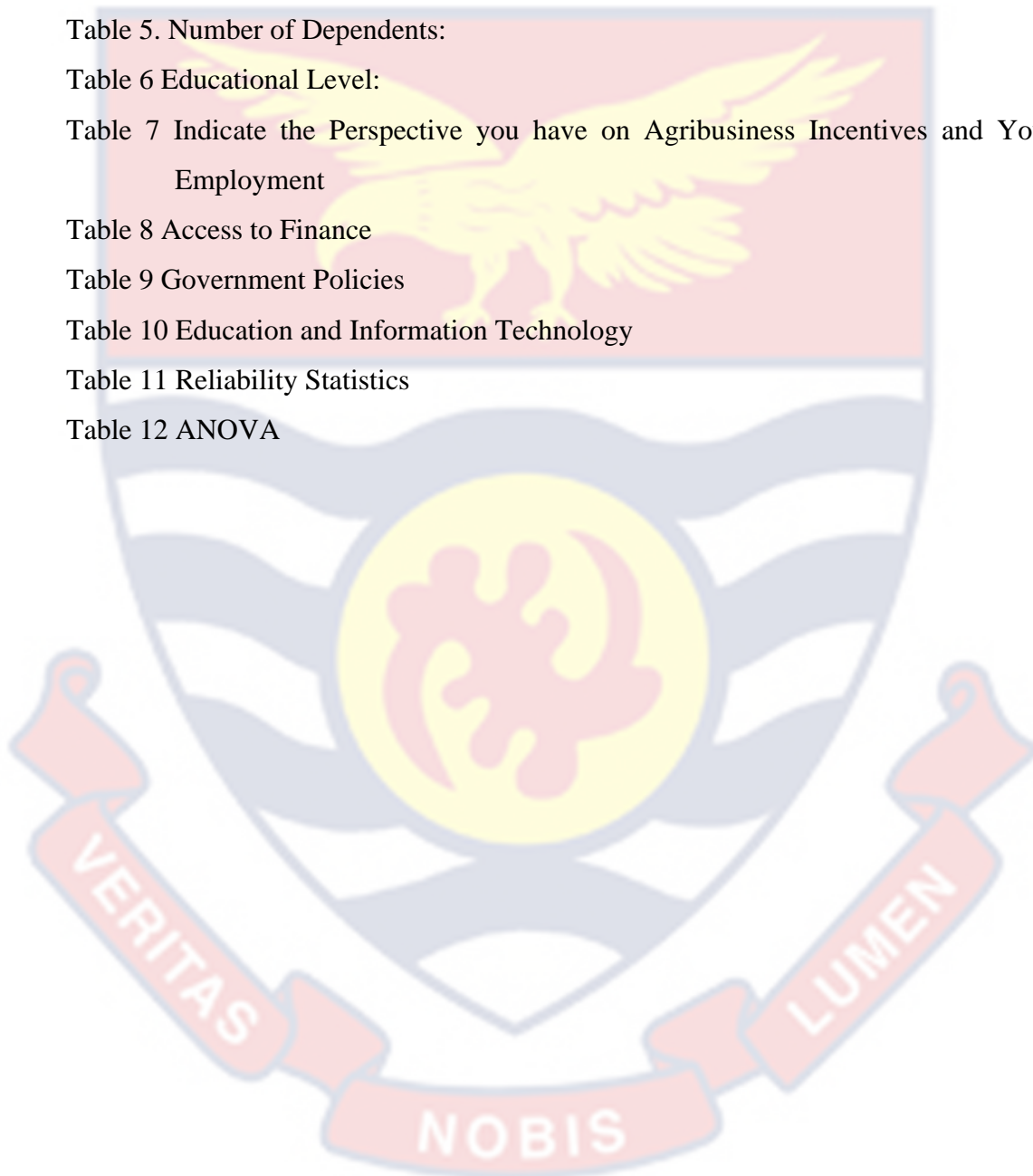
REFERENCES **60**

APPENDIX **63**



LIST OF TABLES

Table 1: Structure of the District Economy	38
Table 2: Age Category	43
Table 3: Gender	43
Table 4: Marital Status	44
Table 5. Number of Dependents:	44
Table 6 Educational Level:	45
Table 7 Indicate the Perspective you have on Agribusiness Incentives and Youth Employment	46
Table 8 Access to Finance	47
Table 9 Government Policies	50
Table 10 Education and Information Technology	52
Table 11 Reliability Statistics	53
Table 12 ANOVA	53



LIST OF FIGURES

Figure 1 The Interactions between the Influence of Economic and Non-economic Factors of Agribusiness Incentives on Youth Employment 34



CHAPTER ONE

INTRODUCTION

Background of the Study

Ghana is paying a price for ignoring the productivity of its food crops, as rising food costs are causing inflation. According to Bloomberg, Ghana's 54.1% inflation rate sets a record as food prices rise. Since September 2021, the inflation rate has now breached the 10% cap of the central bank's goal range. Bloomberg surveyed four economists, and the median prediction was that price growth will accelerate to 51.8%.

A significant issue for both rich and developing nations, including Ghana, is youth unemployment. Youth unemployment can contribute to societal unrest and instability because young people make up the majority of the economically engaged population. Increases in social vices like drug usage, prostitution, armed robbery, and adolescent pregnancies are only a few of the additional social costs of youth unemployment.

According to the Youth Leadership Institute, youth engagement is the active, empowered, and intentional partnership with youth as stakeholders, problem solvers, and change agents in their communities. The analysis showed that the primary factor determining youth participation in agriculture and shaping youth perceptions of the industry is awareness of initiatives and programmes. Geza, W., Ngidi, M. S. C., Slotow, R., & Mabhaudhi, T. (2022)

Ghana is no different than any other country when it comes to the importance of agriculture to national development. Department for Environment, (2015); Food and Agriculture Organization (FAO), (2006). The international development

community has acknowledged that in nations where it is the poor's primary source of income, agriculture serves as a catalyst for growth and the alleviation of poverty. The World Bank, (2008). Additionally, youth are a crucial resource for every nation's development, notably in terms of agricultural production sustainability (Ahaibwe et al., 2013).

However, the future of the agricultural business is in doubt due to the poor engagement of young people in agricultural production. In many emerging nations, the agricultural industry is underperforming. This is due to the fact that young people, who nearly everywhere play important roles as farmers, laborers, and entrepreneurs, represent a critical resource for agriculture and the rural economy (White, 2012; Leavy and Hossain, 2014).

It is acknowledged that the youth must receive special attention because they are seen as important agricultural players if Africa is to achieve food security (Brooks et al., 2013). Numerous observers hold that the agriculture sector is inherently equipped with the capacity to absorb excess or idle labor, particularly young graduates from other economic sectors, as well as unemployed and idle labor (Akpan, 2010). In a developing nation like Ghana, the Ministry of Food and Agriculture (MOFA) has established a program called the Youth in Agriculture Programme (YIAP) to promote youth involvement in the agricultural sector. This program aims to change the negative perception that young people have about involvement in agriculture, which is that farmers are uneducated, unskilled, physical laborers with a very low economic return. The program's launch is crucial and important to ensure future food and nutrition security, and it also emphasizes the critical advantages of agriculture (MOFA, 2014).

In Ghana, youths are distancing themselves away from agriculture in the face of government making efforts to attract them into the sector, creating employment while producing food for ever growing populations (Naamwintome and Bagson, 2013). The three main economic sectors in Ghana are agriculture (which includes forestry and fishing), industry, and services. As of 2017, the service and industrial sectors accounted for 45.2 and 14.1% of total employment, respectively, with agriculture contributing 40.6% of it (The World Factbook, 2017). This indicates that after falling to second place behind the service sector, agriculture has lost its position as the largest employer.

The reduction in the agriculture employment rate also affects its contribution to Ghana gross domestic product (GDP). Agriculture contribution to GDP is estimated as 18.30% with the service and industrial sectors recording for 24.50 and 57.2%, respectively in the year 2017 (The World Factbook, 2017). This simply reconfirms that agriculture production and its contribution to GDP will boost should the employment rate of agriculture increase (Speth et al., 2015). Therefore, it is necessary to expand investment in agriculture by encouraging these young people to engage in agricultural activities in order to stop the decline in the employment rate in the sector. Furthermore, Ghana's youth unemployment rate is alarmingly high right now. The economic, social, and familial implications of youth unemployment were enormous (Maguire et al., 2013; ILO, 2013; Ajaegbu, 2012).

Numerous variables contribute to young people working in agriculture. Lack of access to agricultural loans, limited government support, and a lack of information and communication technology are some of the obstacles that may prevent enough young people from engaging in agriculture-related activities (Mathivha, 2012). Ghana being a developing country could sufficiently absorb the surplus or idle labour in her

economy because of its vast natural resource potentials in the agricultural sector (Food and Agriculture Organization, 2014).

Young people will be drawn to agriculture if it is profitable, competitive, and vibrant. The same qualities are required for agriculture in order to promote growth, provide food security, and protect a vulnerable natural environment. The sector's sizable youth dividend can be reaped and widely distributed with higher priority given to the implementation of well-designed public investments in agriculture, continued advancement in regulatory and policy reform, and attention to ensure young people's inclusion in Africa's agricultural renaissance.

Problem Statement

Arguments that policymakers should pay greater attention to the relationship between young people and agriculture typically start with one of a select few findings, whether they are made by African governments, international organizations, or local non-governmental organizations (NGOs) (Girard, 2017). These include persistent rural poverty, rural youth migration to cities, unacceptable rates of youth unemployment and underemployment in both rural and urban areas, aging farm populations, and low agricultural output (Geza et. al., 2022).

According to Brooks et al (2013), the majority of young people in Africa is employed in agriculture today and is likely to do so in the future. Agriculture is the biggest possibility for young people entering adulthood to escape poverty and lead fulfilling lives (Girard, 2017). As a result, the Ghanaian government views the agricultural industry as a quick source of employment for young people, particularly those living in rural areas. (MoFA, 2019).

However, there are numerous facts that point to young engagement in the agriculture industry being extremely low, partly due to the industry's extreme unattractiveness (Adekoya et. al., 2018). According to reports, young people think farming is a "dirty activity" without enough facilities (Future Agricultures, 2010). Many young people in Ghana do not even consider farming to be a "work," preferring to reserve the name for other professions requiring neat clothing and a desk (Jumpah et. al., 2020).

Due to their perception that agriculture offers little pay, young people are less inclined to make it their primary employment. They also believe that farming is only for rural poor, uneducated, and unskilled people (MoFA, 2019).

The issue of young people and agriculture is essentially framed from the perspectives of "youth in peril" or "agriculture in peril." Most policy supporters use the growth and employment possibilities of a modernized, business-like agriculture, depending on their starting point, to construct an image of either young people as the savior of agriculture or agriculture as the savior of young people (Marson, 2022).

The largest employer in the developing world is small-scale agriculture, which, with the right assistance, may provide a competitive and sustainable alternative to the growth of large-scale, capital-intensive, labor-displacing corporate farming (Geza et. al., 2022). This, however, makes the assumption that there is a generation of young people in rural areas who wish to become small farmers, despite overwhelming evidence to the contrary (Magia et. al., 2015).

In light of the aforementioned, it is evident that although agriculture has the ability to give unemployed young opportunities, Ghanaian youth seem to be more drawn to formal sector employment and "clean jobs" (Jumpah et. al., 2020). Thus, the

study seeks to assess the influence on agribusiness incentives on youth employment in Ghana, with insights from the Atwima Kwanwoma district. Also, based on findings from the study the researcher also aims to provide recommendations on how to create solutions for the factors that hinder the youth on embarking on agriculture in the country.

Research objectives

This study seeks to assess the influence of agribusiness incentives on youth employment in Ghana, a case study of Atwima Kwanwoma District.

The study specifically seeks to

- a. To analyze how agribusiness incentives can influence youth employment in Ghana.
- b. To assess how non-economic incentives can influence youth employment
- c. To Identify what hinders the interest of youth in Ghana to enter into agribusiness
- d. To suggest ways to attract the youth's interest in agribusiness

Research questions

The research seeks to find useful answers to the following questions;

- a. How can agribusiness incentives influence youth employment in Ghana?
- b. What is the relationship between agribusiness and youth employment in Ghana?
- c. What hinders the interest of the youth in Ghana to enter into agribusiness?
- d. How can agribusiness be made attractive to the youth in Ghana?

Scope of the Study

The scope of the research provides details on the coverage of the study in terms of concepts and physical area coverage. The study is limited to the people of Atwima Kwanwoma District in Ashanti Region of Ghana. This location is regarded as one of the most important locations for agriculture in the Ashanti Region even though it is not too far from the Kumasi Metropolis but agriculture has been the main occupation for the people in the district, with a variety of farming. As a result, picking such locality for this research is a good idea. Atwima Kwanwoma District Assembly was created in pursuance of deepening decentralization and good governance in Ghana. The district was carved out of the former Bosomtwe-Atwima Kwanwoma District. It was established by Legislative instrument (L.I) 1853 in November 2007 with Foase as its district capital. This was reviewed in May 2012 by a Supreme Court ruling which changed the Administrative Capital to Twedie by a new Legislative Instrument (L.I.) 2253. The District is located in the central portion of Ashanti Region, bounded to the North by Kumasi Metropolitan Assembly and Kwadaso Municipal Assembly, South by Bekwai Municipal Assembly, East by Bosomtwe District, West by Atwima Nwabiagya District and South West by Amansie West District.

The district is suitable for this study due to the fact that agribusiness is one major intervention that enables the youth to create employment in the area. Agriculture also takes a greater part in the area and other interventions to promote agribusiness incentives has been made available in the area as reported by the district planning coordinating unit department in the district.

Significance of the Study

Despite the significant contribution that agriculture makes to the economies of the majority of African nations, only a few of them have been able to take advantage of the sector's enormous potential to promote economic growth through modernization, the growth of agribusiness enterprises, and its connection to industrialization (World Bank, 2012). This study is done in the anticipation that once agribusiness incentive and its influence on youth employment in Ghana is made known, the relationships can be accessed and analyzed in order improve youth consideration of agribusiness in Ghana.

When there is the believe and awareness of measure put in place by the leaders in the country to attract the youth into agriculture, it will continue to develop the said sector in the country. The concern of Government is to provide jobs for the youth. The Youth Employment Agency and other stakeholders are providing interventions implemented by government to address youth unemployment. The intervention is expected to create more career opportunities and help the youth generate appreciable income. The study is therefore relevant in terms of promoting job creation for the youth, particularly in the agricultural sector. Youths are very energetic and have the ability to produce more than the aged farming population in Ghana. The study will help create awareness on agribusiness incentives to increase food production and also help solve the issue of ageing farming population in Ghana. The assessment seeks to provide some empirical evidence in terms of the effectiveness of agribusiness and youth employment. The study would therefore inform policy makers on strategies to that need to be employed to further improve agribusiness and youth employment in Ghana.

The project will culminate with the creation of a paper that could be helpful to scholars who plan to carry out research on agricultural measures intended to reduce youth unemployment. Consequently, the evaluation would add to the body of research on the measures in the agriculture sector's ability to effectively combat young unemployment.

Organization of the Study

This study is divided into five chapters. Chapter one, the current chapter, contains the study's introduction and context, which covers the study's background, statement of problem, study objective, research questions, justification, and scope. The second chapter is devoted to a literature review, which includes both theoretical and empirical reviews. The third chapter delves into the data collection and analysis procedures. It is divided into three sections: subject field, research strategy, and ethical concerns. In chapter four, the study's findings and results are given and debated, while the last chapter gives a summary of the study's primary findings, suggestions, and conclusion.

CHAPTER TWO

LITERATURE REVIEW

Introduction

This chapter examined a few of the numerous academic and research publications that are directly pertinent to this study. A literature review looks at books, academic articles, and other materials that are connected to a certain subject, field of study, or theory and provides a description, summary, and critical evaluation of these works in relation to the research problem under consideration. The purpose of literature reviews is to show readers how your research fits within a larger field of study and to give an overview of the sources you used to investigate a particular topic.

This chapter also examined reviewed on the concept of agribusiness and agribusiness incentives, the concept of youth employment, measurement of agribusiness incentives, the relationship between agribusiness and youth employment, the empirical review of the study and the impact of agribusiness incentives on youth employment.

Theoretical Review

The importance of agriculture to the economy cannot be overemphasized. The sector is a source of livelihood and employment to about 70–80 percent of the country's population (Adjimoti, 2018). These benefits call for investment in the agricultural sector as the key driver of the country's economic growth (Karimou, 2018). According to Mangal (2009) ; Naamwintome and Bagson, (2013), youth engagement in agriculture has been found to increase agricultural productivity given that this group is in the physical and mental primes of their lives, are flexible and dynamic, and are relatively more educated than the elderly population. This is supported by Naamwintome and Bagson (2013); that youth participation in

agriculture is important in replacing the elderly population in agriculture, decrease imports of staple food, reduce the poor image of agriculture, reduce rural-urban migration and reduce youth unemployment and its associated social problems. Agripreneurship (i.e., entrepreneurship in agriculture) has been identified as a major pathway to increase employment among rural youth, thereby decreasing the incidence of rural-urban migration of youth and its spillover effects. This is due to the employment potential of the agricultural sector given that this sector employs nearly 80 percent of the Beninese population (Adjimoti, 2018). Several studies in different countries have examined the willingness of youth to participate in agricultural training programs, pursue agriculture in school or pursue agribusiness as well as the drivers of youth participation in agriculture and agribusiness (Adeyanju et al., 2021; Haruna et al., 2019; Magagula and Tsvakirai, 2020; Ng'atigwa et al., 2020; Twumasi et al., 2019). However, there is limited information on drivers of youth choices of different agripreneurship activities as well as their crop production decisions.

According to the Ghana Youth Policy, youth in Ghana are confronted with the issues of high interest rates on small business loans, collateral requirements, limited financial information, and access to relevant job opportunities. This issue coupled with the high cost of production, makes it difficult for young people willing to start their own enterprises to succeed which agriculture is inclusive. It continues that the government has implemented youth development entrepreneurship programs over the years in an effort to lessen the impact of these financial exclusion issues. Interventions in policy, like the reservation The National Entrepreneurship and Innovation Programme (NEIP), the Rural Enterprises Project, Planting for Food and Jobs, Youth in Agriculture Programme, among others, are commendable government initiatives towards promoting youth entrepreneurship. They also allocate 30% of public

procurement contracts for young people and people with disabilities. Institutions like the Ghana Enterprises Agency (GEA), Microfinance and Small Loans Centre (MASLOC), Ghana Investment Promotion Authority (GIPA), and the Youth Employment Agency (YEA) were established to support government efforts and allow for coordination.

However, the youth's potential to develop their entrepreneurship to a significant degree has not been sufficiently reflected by these interventions, despite the fact that access to finance, financial literacy, and other factors have all been taken into consideration. Management abilities, market accessibility, perceived unfair competition, dumping, and high operating costs continue to act as barriers to the expansion of young businesses. The ILO (2019a) has lately emphasized that less developed nations are not following the normal path of economic transformation taken by previously industrializing countries, but rather are witnessing a direct migration of labor from the agricultural sector to the service sector, skipping the 'Premature deindustrialization' is the term for the process of fully eliminating the manufacturing sector (p. 1, referenced in Singh and Dasgupta, 2006).

The dynamics of modern economies have been shown to depend heavily on entrepreneurship. Small and medium-sized firms are becoming the main engine for adding new jobs.

They have significantly aided in the introduction of useful new goods and the maintenance of the economy's competitiveness on the global market. This spectacular and quick rise in entrepreneurship is ascribed to education's ability to advance a person's social, economic, political, and spiritual development. Man's ability to live a

useful and meaningful life and to be able to contribute to the advancement of the society in which he finds himself has been made possible through education.

In order to live wealthy and meaningful lives, Ghanaian young want to get excellent employment with desirable working conditions and pay. Additionally, they need a comfortable working environment that ensures their safety and welfare. They enter the workforce with this mentality, so it's crucial to have these expectations met at the workplace in order to support their development and well-being. However, studies indicate that most jobs in Ghana are low-skill, requiring limited cognitive skills and technological content. This in turn translates into low earnings and less decent labour practices (World Bank, 2020). According to Espacios (2017), employers frequently use a lack of work experience as a reason not to hire recent graduates; nevertheless, a lack of knowledge about the labor market, the desire of young people to work in their field, and high income expectations limit access to employment prospects. However, analysis shows that arbitrary termination of appointments, employment discrimination, job loss, unfair labor practices, and unresolved labor concerns involving young people are some of the difficulties that young people continue to experience when looking for work or working. Therefore, the agriculture sector has the potential to boost the creativity, innovation and entrepreneurship of the youth. It is capable of enhancing the expansion of other sectors of the economy through the value chain. It will create decent employment opportunities, wealth, and address the issue of high incidence of youth migration.

Over the past two decades, entrepreneurship programs have grown significantly in educational institutions with the current goal of altering young attitude. Undergraduate and graduate students, as well as current and future business owners outside of educational institutions, can participate in entrepreneurship

programs offered by colleges and universities. Today, secondary and basic levels of education already provide entrepreneurial programs, which have drawn the attention of numerous academics. E. A. Dioneo-Adetayo (2006) contend that offering entrepreneurship courses to kids in younger grades will improve their character traits, increase their knowledge of business opportunities, and help them acquire the abilities to start their own businesses.

The Concept of Youth and its Various Dimensions

Studies have shown that farming programs, when supported by increased investment and regulatory frameworks, provide opportunities for meaningful employment for many young people. According to Abdulrazaq et al., (2023) in his study showing how farming programs impact farm productivity and household welfare in Nigeria, one significant issue in the Global South, particularly in sub-Saharan Africa, is youth unemployment. This is a result of the aging and shrinking agriculture industry, increased unemployment rates mixed with a sizable unskilled workforce, and rapid population expansion. Their findings demonstrate that factors such as age, education, household size, farm size, extension, credit availability, and social group membership are all positively and significantly related to young people's participation in agricultural activities. The results show that participants perform better in terms of agricultural output and welfare status than non-participants.

It continued to demonstrate that youth involvement in farming programs also has implications for heterogeneity within the participant group, which depends on socioeconomic traits like access to finance, association membership, and education, underscoring the need for particular interventions and concentrating on particular youth groups. In order to promote involvement in farming programs and job

possibilities for the success of the rural economy, access to financing through appropriate agencies with low interest rates and flexible payment choices, as well as boosting youth organizations, may be beneficial.

In sub-Saharan Africa, which is home to ten of the world's youngest nations and where this trend is set to pick up speed in the next decades, the youth surplus is particularly evident. Young people can be inexpensive, especially in emerging economies. The World Bank anticipates that between 2011 and 2030, demographic transformation in Africa will result in 11–15% GDP growth. However, for this to happen, young populous nations must provide their citizens with sufficient opportunities for education, training, and employment. Failing to do so could be dangerous because "a lack of meaningful employment among young people has in some instances led to social upheaval, insecurity, or unmanaged migration." Youth in most underdeveloped countries, including Nigeria, face several challenges when trying to make a living (Abdulrazaq et al., 2023).

Identifying young people is a constant challenge in working with them. The definition of youth and how society views youth are influenced by changes in time, place, and societies. Youth is a term that is used to refer to the time of social development that occurs between childhood and adulthood and is marked by rituals and other physical changes. To define youth, there are, nonetheless, other crucial viewpoints. Youth is defined culturally in terms of the part that people perform in a particular social setting.

Youth can also be characterized chronologically as being among a range of ages. Age definition is significant for the purposes of policy, planning, and implementation, it should be noted.

The United Nations defines youth as being between the ages of 15 and 24. The age definition of youth varies from one country and one organization to another because this term, which is established by the UN General Assembly, is not legally obligatory. Youth are persons between the ages of 15 and 35, according to the African Youth Charter, and Ghana embraced this age range in its National Youth Policy.

The Concept of Entrepreneurship and Agribusiness Incentives

The agriculture industry is made up of connected subsectors that collaborate to offer products and services to customers all over the world. Organizations and managers in the sector face many of the same difficulties as those found in the corporate value chain due to the need to address economic, social, and environmental problems. The youth have been hesitant to respond, despite the potential of agriculture to offer employment possibilities and opportunities for youth effort in numerous situations. Numerous opinions about young people's involvement in this field reflect apathy (Magagula and Tsvakirai 2020; Njeru 2017; Udemezue 2019). This has been due to the under various reasons including access to credit for finance, ineffective government policies, lack of training available for the youth who want to enter into agribusiness and other factors. Studies show that the majority of young people do not perceive agriculture as a permanent profession that can support their lifestyle, but rather as a poor man's pastime or something that is just for people who did poorly in school. According to other research (Barratt, Mbonye, and Seeley 2012; Sumberg and Okali 2013; Afande, Maina, and Maina 2015), the majority of young people view the sector from the perspective of farming, which involves hard effort (laborious) that yields low productivity and provides little in return.

Agribusiness involves any activity within the food and beverage growing and production business that relates to natural resources. Incentives Created to

attract Investments in the agricultural sector is very important in motivating the youth to bring their minds back to agriculture. These incentives includes both economic and non – economic incentives. In Ghana, Businesses that produce cash crops, raise animals, or engage in agricultural product processing might benefit from corporate tax breaks totaling five years. Businesses involved in agro-processing benefit from reduced tax rates based on location after the maximum number of years of tax concession. For 10 years, agroprocessing companies that are registered with the Ghana Free Zone Authority are immune from paying income tax on their profits. An import duty exemption of 0% on equipment imports is available to businesses that are registered with the Ghana Investment Promotion Centre and Free Zones Authority. Investors in the agriculture sector in Ghana also benefit from an export promotion effort, full dividend repatriation, and investment protection. All these are laid down by the government to make agribusiness lucrative to the youth in the country. However these has not been so much effective as mentioned in various studies.

Various studies has access how agribusiness incentives thus bother economic and non-economic incentives is very significant in every economic growth especially in Africa. Non-economic incentives such as the availability of irrigation is said to augments water supply and helps to reduce crop losses through erratic rainfall. Additionally, irrigation permits multiple and continuous cropping in a year and hence total farm output increases per parcel of land in a year. Finally, in areas where land is available but water supply is minimal or seasonal, irrigation allows for intensive crop cultivation. It brings about increases in output levels because of the use of complimentary inputs such as fertilizers, high-yielding crop varieties and modernized technology as experienced in the green revolution. The increases in outputs lead to increases in income, all other things being equal. The results indicate that if there

were no irrigation facilities in the studied communities, the income levels of farmers would have been significantly lower. This and many other factors makes it very important for agribusiness incentive availability in the country.

According to Martin B. et al. (2017), there are three basic schools of thought that support the idea of entrepreneurship. The German tradition, the Chicago tradition, and the Austrian tradition were included in that order. Joseph Schumpeter defined entrepreneurship as the act of integrating resources in novel and inventive ways in order to market ideas that result in economic transformation, the German tradition is founded on his writings. Frank Knight's work serves as the foundation for the Chicago tradition. These people act to sell new goods and services in the face of unpredictability because they possess particular personal traits. The work of Israel Kirzner serves as the foundation for Austrian tradition. According to Kirzner, entrepreneurship is the process through which individuals become aware of opportunities that were previously missed by others and use these chances to commercialize concepts in the midst of uncertainty outcomes. The three main schools of thinking on entrepreneurship share characteristics including enterprise, innovation, process, risk-taking, and spectrum of entrepreneurial activity and economic transformation. The combination of these features has been identified by Godin et al. (2008) as the first step towards developing a reasonable consensus and ultimately a unified conceptual framework of entrepreneurship. These three (3) schools of thought, particularly the Australian and Chicago traditions, appear to be responsible for the rise of entrepreneurship education in schools (including universities). For instance, if entrepreneurs are perceived to have specific traits and skills (such as the ability to take calculated risks, show initiative, drive, generosity, good people skills, tenacity, market awareness, inventiveness, etc.),

Over the past ten years, Ghanaian governments have carried out a number of programs aimed at fostering entrepreneurial skills in the nation's youth, including those who have graduated from college. The 2003-established Skills Training and Employment Placement (STEP) program and the 2006-established National Youth Employment Programme (NYEP), which was reorganized in 2012 to become the Ghana Youth Employment and Entrepreneurship Agency (GYEEDA), were among the initiatives.

The Ghanaian government currently operates the Graduate Enterprise Development Initiative (GEDI) and the Youth Enterprise Support (YES). The Export Trade, Agricultural and Industrial Development Fund (EDAIF) launched the GEDI initiative to help graduates (from tertiary institutions) between the ages of 18 and 35 establish and run new businesses in non-traditional export trade and agro-based processing to support manufacturing industries as well as feed local industries. This program, which closely resembles the goals and tenets of EDAIF, is based on the assumption that some of these graduates have the capacity to become prosperous entrepreneurs if given the right encouragement. However, the YES initiative addressed all young people, including graduates from tertiary institutions, regardless of their educational background.

Up until the beginning of the 2000s, graduate unemployment was not a common occurrence in Ghana. In other words, graduate unemployment led to the emergence of graduate entrepreneurship and the teaching of entrepreneurship in tertiary institutions. Even though youth unemployment was widespread from Ghana's independence in 1957 until the late 1990s, graduate unemployment hardly ever occurred because there were enough jobs in the public and private sectors to accommodate the few graduates from the country's three (3) primary public

universities. For instance, only 2% of the approximately 900,000 adolescents who were unemployed or underemployed when the poll was conducted in Ghana in 2001 were graduates Martin B. et al. (2017).

The Concept of Youth in Agribusiness

Young people and agriculture have taken center stage in African development goals. Politicians, policymakers, and development experts have had to deal with issues like fluctuating food prices, food insecurity, and the widespread practice of land grabbing on the one hand, and persistent youth unemployment and underemployment—the (youthful) human face of the phenomenon of jobless growth—on the other. It is perhaps not surprising that many have drawn the obvious (if not the obvious) conclusion that participation in production agriculture (including crops, livestock, and fisheries) is a clear-cut way to address the issue of young people in rural areas having few opportunities for employment.

An essential approach for generating employment prospects in Africa is to involve young people in agriculture. To this goal, governments and development partners have been putting into place various initiatives that make it easier for young people to get involved in agribusiness for a number of years. Ghana's agricultural production meets only half of domestic cereal and meat needs and 60 per cent of domestic fish consumption, according to the Ministry of Food and Agriculture (MoFA). Food production is dominated by subsistence farming, and without transport and storage infrastructure small farmers have hardly any access to local markets. However, there is significant untapped potential and if the government is to concentrate on ways to get the youth on board in agriculture, a massive development will be achieved.

Agribusiness is a phrase used to define the industry that includes all agricultural-related economic operations, such as chemicals, breeding, crop production/farming, farm machinery, distribution, and marketing. If agriculture is backed by more investment and supportive legal and policy frameworks, it has a significant potential to offer gainful employment opportunities to a large number of adolescents. Agribusiness, which is used to refer to farming as well as all the other businesses and services that make up the supply chain from farm production to processing to wholesale and retailing, can particularly help people find jobs and make money. For instance, the food and beverage sector, which is expected to generate USD 1 trillion in revenue by 2030, has a lot of potential to offer young people in rural areas gainful employment possibilities. This implies the need for assistance in helping young people find business prospects in the agricultural industry, which includes everything from food production to the provision of services like storage, transportation, processing, and marketing Koira, A.K (2014).

According to Abdullah et al. (2012), despite the fact that agriculture is promoted as a noteworthy alternative solution to youth unemployment and their incapacity to overcome economic difficulties, young people still have negative sentiments toward the industry. According to Ifenkwe (2012), young people are hardly motivated to work in agriculture since they do not view it as an appealing career path. Capacity limitations, a lack of incentives such as low pay, job insecurity, climatic changes, and bad working conditions are the main factors cited as impeding youth participation in agriculture. These issues played a significant role in the youth's negative perception of agriculture. Moreover, Kayombo (2011) observes that most agricultural activities in rural areas do not act as income generation activities but only caters for consumption, thus leaving the young farm laborers with no income.

Ommani (2011) conducted a study in Iran to better understand the socioeconomic aspects influencing rural youth's attitudes toward agriculture. The study's conclusions showed that factors such as income, access to education and extension services, farming systems, membership in organizations, age, and insurance had a big impact on how young people felt about agriculture.

How Agribusiness Incentives Affect Youth Employment

Agribusiness incentives according to several studies has a significant effect on youth employment. Poor perception towards agriculture by the youth could be attributed to several factors. One factor is education (Nxumalo & Oladele, 2013). A study by Kising'u (2016) revealed that provision of agricultural training that targets the rural youth could be greatly effective in raising productivity and food security. Training and capacity building can therefore transform youth perception towards agriculture (Njeru, 2016). This is a non-economic incentive that is very significant in affecting youth employment into agribusiness. In most parts of sub-Saharan Africa and the Pacific, Okello (2014) notes that schools use agricultural activities as punishment thus contributing to its negative perception by the youth. Leavy and Hossain (2014) further argue that using agriculture a punishment to wrongdoers shapes the perception of the youth towards agriculture and reduces their enthusiasm to pursue careers in agriculture.

According to Afande et al. (2015), white collar employees are the target audience for the present curricula and teaching strategies. This is not representative of the social and economic context in which the young people are being educated. This suggests that while developing countries should plan for economic growth, they should also take current realities and socioeconomic demands into account. Leavy and Hossain (2014) contend that agriculture should be included into the primary and

secondary education curricula in order to ensure that it takes its proper place in national planning. According to Turner et al. (2013), most agricultural training programs do not reach young women. This is because young women are hindered by young motherhood, restricted mobility and low literacy levels. According to World Bank. (2013), young women have poor access to agricultural training due to its inconvenient timing when young women have demanding domestic chores (Njeru et al., 2016).

According to Kasolo (2013), there are a number of obstacles that prevent kids from participating in agriculture, including a lack of institutional support for directing, organizing, and developing the unique ambitions, skills, and experiences of rural youth toward agricultural activities. Mbeine (2012) recommends that for youth to be attracted to agriculture, there needs to be concerted efforts by government and agricultural agencies to make agricultural inputs, machinery, resources and inputs to be readily accessible and affordable. These agribusiness incentive factors affect the youth on entering into agriculture.

Education and Information Technology

About two-thirds of young Africans entering the labour market do not have a secondary school education. 20 percent of youth (15-24 years) and 30 percent of young adults (25-34 years) have no formal education at all (Filmer and Fox 2014). Young girls, ethnic minorities, and rural residents are unduly affected. Additionally, the quality of education concerns. Learning assessments indicate that the educational systems do not adequately equip students with cognitive (literacy, numeracy), technical, and “soft” skills (e.g. critical thinking, communication, leadership, and solving problems). The entire agricultural value chain will benefit greatly from increased labor productivity as access to knowledge and information is improved. ICT

(information and communication technology) are essential to this procedure. However, the effectiveness of ICT in delivering information depends on the content. Advancements in ICT in agriculture can provide ‘accurate, timely, relevant information and services to farmers, thereby facilitating an environment for more remunerative agriculture’ (Bhattacharjee and Saravanan, 2013: 4). Therefore, among other factors like accessibility, the information being sent is a crucial pillar of ICT's capacity to increase agricultural output.

Capacity Building and Skill Development

The majority of labor market initiatives to support youth employment appear to focus on skill development and training (AfDB et al., 2012; Betcherman and Khan, 2015, 2018; Ismail, 2018; Hatayama, 2018; Kluve et al., 2017). The same is true for North Africa, where many programs for youth employment emphasize technical skill development before moving on to soft skill development (Kabbani, 2019). Vocational/technical skills, soft and life skill trainings, formal and informal apprenticeship schemes, second chance education programs, financial incentives for employers to provide workplace training are just a few of the skill training interventions, which tend to focus more on non-farm sector employment. Based on the findings of a systematic assessment of the effects of youth employment programs on labor market outcomes (across the world) (Kluve et al., 2016; Kluve et al., 2017). Overall, they discovered that among all the treatments examined for encouraging young employment, skills and entrepreneurial programs were the most successful. But barely a third of all the programs they examined—including various kinds of interventions—produced appreciable gains. There is also evidence of the impact of skills training programme implementation/design on outcomes (e.g. beneficiary profiling, incentives for success, beneficiaries paying for participation, etc.) (Kluve et

al., 2017). Kabbani (2019) suggested that skills training should be combined with on-the-job training and in consultation with private sector actors who are deemed to be in a better position to identify relevant skills gaps in the labour market in order to help train the youth successfully into agribusiness.

Government Policies

The policies that are made toward agribusiness becomes a boost to encourage the youth in making decision to enter into agribusiness. A set of principles, directives, and regulations created by a government to address particular problems or accomplish certain objectives can be referred to as government policies. These laws are typically enacted democratically and are upheld by numerous government organizations. There are two types of government policies that have an impact on businesses: macroeconomic policies and microeconomic policies. Fiscal, monetary, and trade policies are some examples of macroeconomic policies that have an impact on businesses. Industrial, tax, and regulatory policies are all examples of microeconomic policies.

In Ghana, businesses that produce cash crops, raise animals, or engage in agricultural product processing might benefit from corporate tax breaks totaling five years. Businesses involved in agro-processing benefit from reduced tax rates based on location after the maximum number of years of tax concession. For 10 years, agroprocessing companies that are registered with the Ghana Free Zone Authority are immune from paying income tax on their profits. An import duty exemption of 0% on equipment imports is available to businesses that are registered with the Ghana Investment Promotion Centre and Free Zones Authority. All these are great initiative by the government but these are not enough in terms of engaging the youth into agribusiness. With other initiatives which includes providing enough capital with

supervision to the youth who are citizens and engaging in agribusiness can help to encourage them. (MOFA, PBB 2020)

In the medium term, the Ministry of Food and Agriculture continued the roll out of activities in the National Agricultural Investment Plan - Investing for Food and Jobs (IFJ) (2018-2021). The key initiatives being implemented are: Planting for Food and Jobs (PFJ); Rearing for Food and Jobs (RFJ); Planting for Export and Rural Development (PERD); Greenhouse Villages; and Agricultural Mechanization. Other complementary interventions include: Irrigation and Water management, Agricultural Marketing and Post-Harvest Management

Access to Finance

The expansion of Ghana's agriculture industry depends on having access to cash, particularly for working capital purchases like buying inputs (seedlings, farm fertilizer), hiring personnel, and machinery purchases. The average amount of cultivated farmland is constrained by a lack of financing, which also hinders agricultural growth and has an impact on the macroeconomy as a whole. Banks, rural banks, savings and loan companies, and microfinance organizations are some of the financial sector participants in Ghana who are active in financing agriculture. The main obstacle facing Ghana's agriculture industry is a lack of funding. The difficulty that directly relates to the central bank's promotion of agricultural finance is the planning of risk-mitigation strategies to increase access to funding.

A top-down strategy to planning and implementing agricultural projects with well-coordinated governmental intervention mechanisms leads to less than ideal relevance, reduced cost-effectiveness, and low ownership. Additionally, interventions

are not well coordinated and harmonized, thus this should be a major area of concentration.

Weak credit evaluation by banks as a result of credit officers' insufficient technical ability to provide quality agricultural credit, leading to banks' continued high levels of non-performing loans on their books, is a significant issue. Commercial banks usually use credit models that do not align loan repayment with cash flows, which results in high default rates. To ensure the supply of high-quality credit, developing technical ability and encouraging the adoption of risk-mitigation strategies are crucial measures.

Some projects are created in a way that prevents the use of the allotted funds due to the available labor resources at various levels, leaving some donor monies unpaid at the conclusion of these initiatives. This design flaw leads to frequent requests for project extensions, which ultimately delays the implementation of agricultural programs. The pre-millennium support for agriculture did not accomplish many of the goals because, in addition to management issues, farmers lacked creativity, risk-reduction strategies, and the technical ability to modernize agriculture. Here is where inventiveness is required and risk-reduction plans become crucial. SME Finance working Group Report (2018).

Youth are not able to access the finance they need to grow. The ability to obtain loans is limited by incomplete or nonexistent credit scores. When securing a loan, young people frequently have fewer assets, title papers, etc. as collateral. They frequently have loans with unfavorable terms (such as higher interest rates and shorter repayment timeframes). Since most young farmers don't have access to formal financial institutions, they aren't able to take advantage of fundamental banking

services like loans and pensions. They frequently rely on customary loans from friends and family. Access to capital has an immediate impact on a farmer's operational choices, including the type of crop, when to harvest it, and how much to sell it for. Additionally, it influences their longer-term judgments about the administration and use of manufacturing techniques.

Aside from financial access, agriculture has other difficulties include climate change, limited access to input and product markets, a lack of basic infrastructure in rural regions, a lack of extension services, and a lack of facilities for research and development. Over time, it will be necessary to address the issue of gender inequality, as men are still permitted to cultivate income crops but women are restricted to food production. The absence of collateral, which is typically required for business loans, underdeveloped value chains, and inadequate infrastructure for storage, transit, and processing are some additional difficulties. SME Finance working Group Report (2018).

Empirical Review

A study conducted in Vietnam and Zambia on barriers and opportunities for the youth engagement in agribusiness: empirical evidence from Zambia and Vietnam, in four of the 58 Provinces two in the north (Vinh Phuc and Hung Yen) and two in the south (Dak Lak and Tien Giang). In three of the four provinces, the study was conducted in only one district; Vinh Phuc (Tam Duong), Hung Yen (Phu Cu), Tien Giang (Cai Be) while in Dak Lak, the study was conducted in three districts (Cu Mgar, Cu Kuin and Krong Pac). In Zambia, the study was conducted in the Province of Lusaka (one of the 10 Provinces of Zambia) in four districts, Chilanga, Chongwe, Kafue and Lusaka. Figure 1 shows the study locations in Vietnam (A) and Zambia. According to the study, the majority of youth, 67% in Vietnam and 69% in Zambia

were engaged in the agribusiness as their primary source of livelihood. Off-farm labour was the second most important livelihood activity by the youth in both countries, with more female than male youth engaging in this activity, in Vietnam. More female youth in Vietnam were in salaried employment, compared to their male counterparts. Joseph Mulema, Idah Mugambi, Monica Kansiime, Hong Twu Chan, Michael Chimalizeni, Thi Xuan Pham & George Oduor (2021). In Vietnam, the most commonly mentioned pull factors were land availability (83%), possession of agriculture related knowledge and skills (57%), and contribution of agriculture to household livelihood improvement (48%). Community support and job opportunities were other responses given by respondents in Vietnam. In Zambia on the other hand, respondents mentioned agricultural skills (51%), and access to credit (50%) as the major pull factors. Perception of agriculture contribution to livelihoods as a pull factor was significantly different between male and female youth, where the latter put more weight to it.

Magagula and Tsvakirai (2020) looked into the elements that affect young people's intentions to engage in agripreneurship in South Africa. The study's findings showed that parents supported their children's pursuit of a youth's inclination to pursue agripreneurship is positively influenced by agricultural courses in school and perceived economic rewards associated with agriculture, but a youth's intention to pursue agriculture is negatively influenced by marital status. Although the decision to join in agriculture is not taken into account in this study, it does provide information on the elements that affect a young person's propensity to engage in agripreneurship.

The ordered logit model was used by Ng'atigwa et al. (2020) to examine youth involvement in horticulture and agriculture in Tanzania. The study found that access to capital, management innovation, education, favorable perceptions of horticulture

for agriculture, and improved packaging materials all had a role favorably impacted young people's interest in gardening and agriculture. However, in Tanzania, youth engagement in horticulture agribusiness was significantly impacted by gender and land size.

Twumasi et al. (2019) evaluated the variables influencing participation and the intensity of tertiary youth participation in agriculture in Ghana using the twofold hurdle model. The findings showed that factors influencing young involvement in agriculture included perceived cost of farm inputs, access to credit, access to land, education, and agricultural studies. Contrarily, availability to credit, access to land, youth course of study, and perceived rewards from agriculture impacted the intensity of engagement, but the perceived price of farm input and being a man reduced it. The current study on the sequential nature of young agripreneurship decisions was informed by the results of this study.

Tiraieyari and Krauss (2018) investigated the perception of young people involved in an urban agricultural program in Malaysia using the Volunteer Functions Inventory (VFI) and Theory of Planned Behaviour (TPB) approach. Factors such as attitude (optimism about agriculture), subjective norms (support by family and friends), perceived barriers, and carrier motive were found to be significant and positively influence youth involvement in an urban agriculture program in Malaysia. Similarly, Maritim, Kiriimi (2019) found out that access to credit, land, and perceived benefits were significant and positively influence youth involvement in Agribusiness in Kericho county, Kenya. On the other hand, Naamwintome and Bagson [16] examined the opportunities and challenges of young people involved in agriculture in the Sisala area of Ghana. The study showed that there is a movement away from farming resulting in limited youth participation in agriculture. They found out that the

factor hindering young people's involvement in agriculture is minimal access to productive resources such as land, even though farming was perceived to be profitable.

Adeyanju et al. (2021) used the endogenous switching probit model to examine how agricultural programs affected young people's involvement in agribusiness. They discovered that while formal employment had a negative impact on participation in such programs, factors such as age, education, migration status, perception of training, and mental health had a positive impact on young people's involvement in agricultural programs. On the other side, the findings indicate that gender, wealth, and loan availability had a positive impact on agricultural participation, whereas education and mental health had a negative impact. This study provided insight into the current study's hypotheses by demonstrating how the aforementioned factors affect youth involvement in agribusiness. This study does not, however, go so far as to demonstrate how these variables affect various agribusiness activities.

The theoretical foundations of the idea of agripreneurship as well as models used to analyze agripreneurship decisions have been showed by this survey of the literature. In addition, a review of recent empirical studies on young entrepreneurship has revealed that a variety of factors affect these decisions in many nations with various social, political, and geographic contexts. However, none of these studies have taken into account the variables that affect Beninese youth's decision to engage in various agricultural entrepreneurial activities. To that purpose, a study of this kind was required to analyze youth agripreneurship choices within the framework of various agripreneurship activities.

Theoretical Review

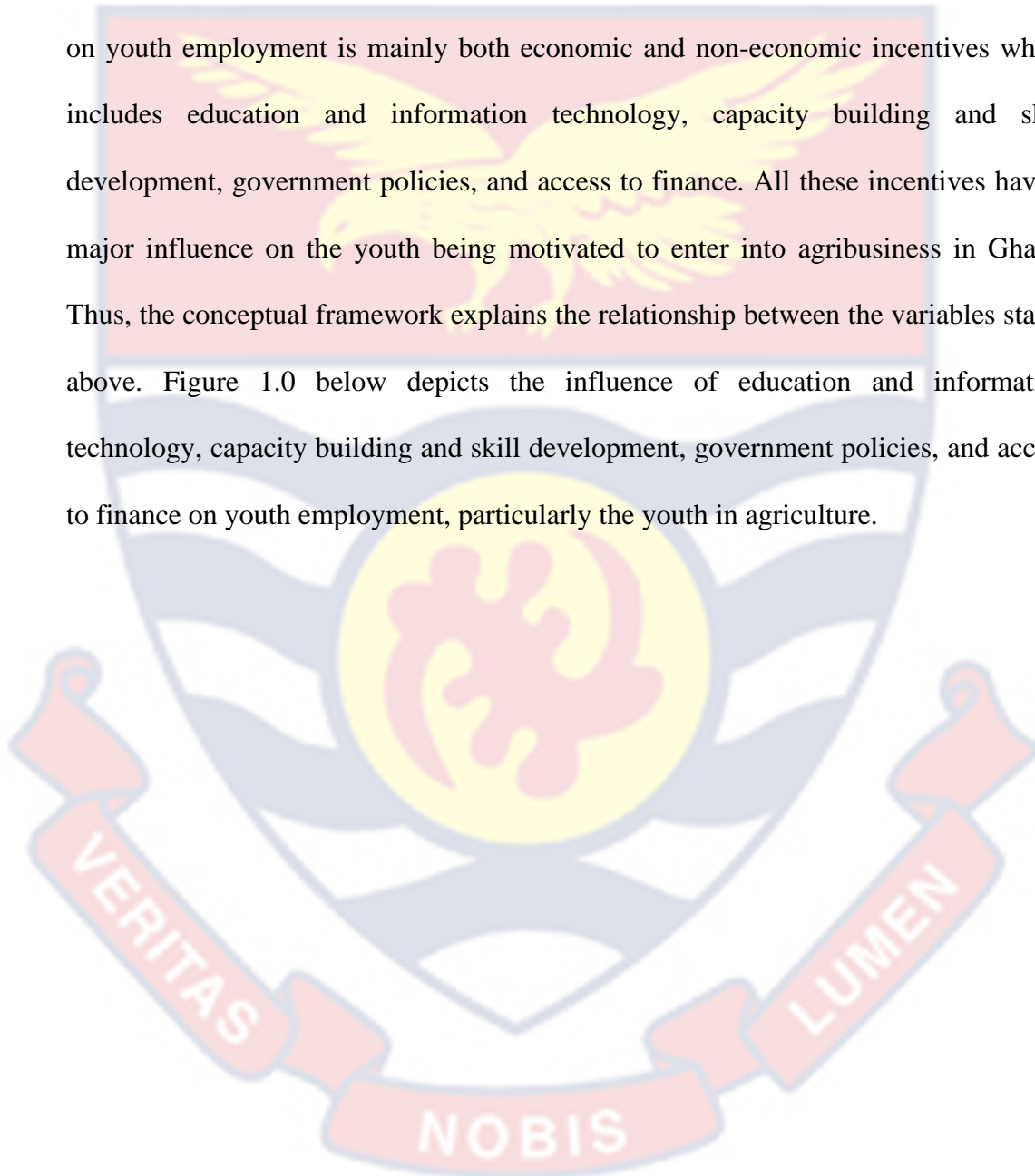
Youth unemployment is a critical challenge in Ghana, with a significant portion of the population comprising of young individuals seeking for employment. The agribusiness sector presents a unique avenue for addressing this issue (Wuni et. al., 2017). This theoretical review aims to explore the theoretical underpinnings and key factors that influence the relationship between agribusiness incentives and youth employment in Ghana. The theoretical review examined the influence of agribusiness incentives on youth engagement in agriculture. It combines key theoretical frameworks, explores various incentives and considers the challenges and barriers that must be addressed to create a conducive environment for youth engagement in the agribusiness sector.

The Human Capital theory was used to underpin this study (Fleischhauer, 2007). According to this theory, individuals can enhance their own economic productivity and increase their lifetime earnings through investment in education, training and other forms of skill development (Fleischhauer, 2007). The theory underscores the importance of human capital in driving economic growth and individual being. The theory also informs policies aimed at improving education and workforce development (Lauder, 2015). Relating this to agriculture in Ghana, investments in education and education, capacity building and skill development, government policies, and access to finance will make agriculture more attractive to the youth in Ghana (Twumasi et. al., 2019). According to Twumasi et. al., (2019) a major challenge that discourages the youth from venturing into agriculture is access to finance. This implies that initiatives to increase access to finance for youths that want to go into agriculture will increase the number of youths engaged in agriculture and consequently reduce unemployment. Access to finance also implies that a lot more

success stories will be recorded by the youth who are in agriculture, given that several people that venture into agriculture fail because of its capital intensive nature.

Conceptual Framework

From the empirical review, the factors that influence agribusiness incentives on youth employment is mainly both economic and non-economic incentives which includes education and information technology, capacity building and skill development, government policies, and access to finance. All these incentives have a major influence on the youth being motivated to enter into agribusiness in Ghana. Thus, the conceptual framework explains the relationship between the variables stated above. Figure 1.0 below depicts the influence of education and information technology, capacity building and skill development, government policies, and access to finance on youth employment, particularly the youth in agriculture.



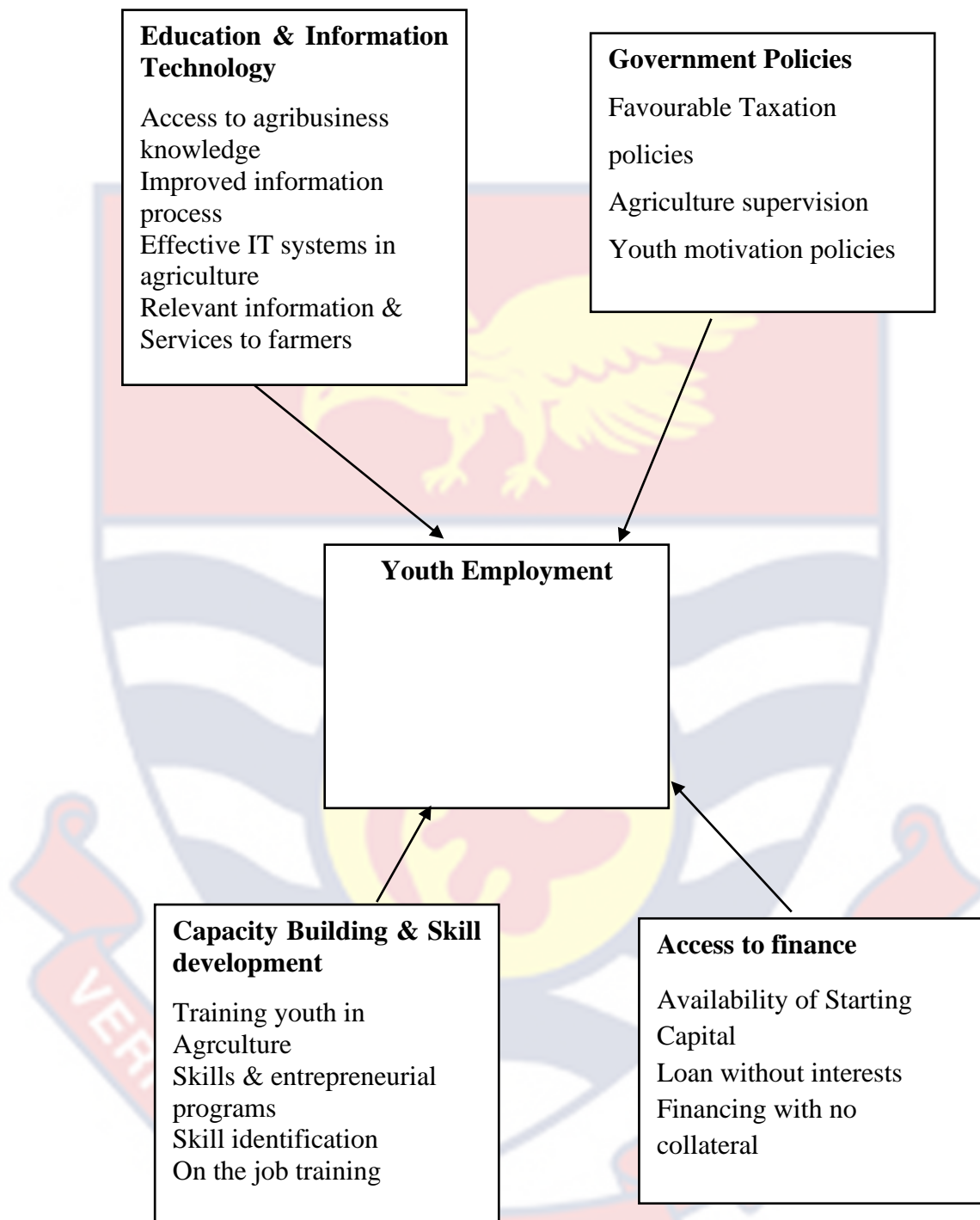


Figure 1 The Interactions between the Influence of Economic and Non-economic Factors of Agribusiness Incentives on Youth Employment

Access to finance has been seen as one of the main factors that affect the youth from entering into agribusiness. This include the availability of starting capital,

loan without interest to the youth who are available and eager to enter into agribusiness in addition to financing with no collateral securities either by the banks in the district or the government.

Government policies are also known as one main factor that relates with agribusiness incentive and youth employment. When these policies are favourable, there is the possibility that more youth will enter into agribusiness since they will be more interested to enjoy such policies. Such policies include favourable taxation policies to young entrepreneurs who want to enter into agribusiness, Also a good agriculture supervision and youth motivation policies all comes as one great factor under government policies that have a relationship with agribusiness incentives and youth employment.

Information Technology and education including Access to agribusiness knowledge, improved information process, Effective IT systems in agriculture, relevant information and Services to farmers was selected because of how it greatly affects youth employment and acts as incentives for youths who have the interest to enter into agribusiness.

The last factor which was selected is capacity building and skill development. This includes equipping the youth to be trained to enter into agriculture through the initiative of skill and entrepreneurial programs, skill identification and on the job training which will go a long way to equip the youth ready to enter into agribusiness in the district of the study.

CHAPTER THREE

METHODOLOGY

Introduction

This chapter is divided into eight sections. The second and third sections focus on research design and model specification whereas the fourth and fifth section looks at the variable descriptions and data type and sources. The sixth and seventh sections are devoted to estimation strategy and diagnostic and stability test. The final section provides the summary of the chapter.

Research Design

Design is basically concerned with the aims, uses, purposes, intentions and plans within the practical constraint of location, time, money and the researcher's availability (Hakim, 2000). Research design is a reflection upon a researcher's ideas. It helps prevent frustration by binding the research together through a structure plan that show how all the major parts of the research work in unison to try to address the research questions.

The types of analysis that need to be performed in order to provide the desired results are always determined by the research design. It outlines the types of data that are necessary, the procedures that will be followed to gather and evaluate the data, and how the data will be used to address the research questions. Accordingly, Jongbo (2014) emphasizes that if a researcher gathers data before considering the factors affecting the research design and the data needed to answer the research questions, the conclusions drawn are likely to be weak and unconvincing, ultimately failing to meet the research objective.

In order to give adequate findings and conclusions from the research that would allow the researcher to make suggestions or implications based on the study, the research design must include a method for interpreting the analyzed data. Three categories of research design exist: mixed method, qualitative, and quantitative. The researcher must select the best suitable design that fits the nature of the study project.

The descriptive research approach which is a quantitative research design was adopted for this study. This design involves collecting data to describe a phenomenon or population. This will consist of the collecting and analyzing numerical data to describe and predict the variables under this study. It includes a variety of techniques for doing systematic research on social problems using numerical or statistical information (Avoke, 2005). Quantitative research relies on measurement and makes the assumption that the phenomena being studied can be quantified. It aims to analyze data for patterns and connections as well as to validate the measurements. For the purpose of this study, a descriptive survey will be utilized which according to (Avoke, 2005) are designed to portray accurately the characteristics of particular individuals, situations or groups. The research design defines all other constituent parts of a study such as variables, hypothesis, experiments, methodology and statistical analysis (Creswell et al. 2018).

Area of the Study

Atwima Kwanwoma District is one of the newly created district in the Ashanti Region having its capital in Foase. The district is located in the central portion of the Ashanti Region, bounded in the north, south, east and west by Kumasi Metropolitan Assembly, Amansie West District, Bosomtwi District and Atwima Nwabiagya district respectively. The population according to population and housing census is 73014 representing 2% of the region's total population of 3,612,950 of which 49.2% are

male and 50.8% are females. The major occupation in the district is agriculture, which employs 62% of the labour force. Of these, crop production employs 75% where 24% are into animal husbandry and less than 1% in fishing.

The following table depicts the structure of the district economy.

Table 1: Structure of the District Economy

Sector	Percentage of labour force (%)
Agriculture	62.6
Service	19.1
Industry	16.7
Commerce	1.6

Source: Mofa (2019)

The district is endowed with natural resources, which are potentials for development. Some of these resource potentials are tapped whilst others are untapped. The resource includes gold deposits, rock, sand and stone deposits, clay deposits and forest resources.

The district has a sort of wet semi-arid climate. Just before the start of the rainy season, in March and April, a maximum temperature of roughly 28 °C is reported. There are two (2) wet seasons in the rainfall pattern. The main season typically lasts from March through July, with June being the peak month. Between late September and early November is the minor season.

The yearly rainfall averages between 140 and 170 cm. The amount and frequency of rainfall varies greatly from year to year. About 100 to 120 rainy days on average fall each year, with the majority falling during the main season. December through March are essentially dry months. Particularly during the rainy season and in the early morning hours, the relative humidity is high. This climatic pattern has

actually been affected by climate change to the point where it is impossible to accurately predict previous trends. The primary economic activity in the area, farming, is really impacted by this. This is true because the district's farming industry, like that of all of Ghana, is influenced by the local climate.

Data Type and Sources

The study uses primary data for the analysis. This data is obtained from owners of the youths in the study area. The data is obtained through administrative interviews and questionnaires. Both self – administered questionnaires and face-to-face interviews are employed. This is to avoid individuals who may not be able to read, understand and write from the survey. Respondents who cannot read and write are interviewed and their responses are used to fill the questionnaires.

Estimation Strategy

Target Population

Target population as described is the total collection of individuals who are potentially available for observation and who have the attributes common to those which the research question refer. The accessible population is youth who are mostly not employed in the area of our study. These individuals were selected based on the fact that they have might be interested in agribusiness as a way of their source of livelihood in the Atwima Kwanwoma District. It is estimated that there are 73014 people in the district according to the Ghana Statistical Service and out of these population, 43% formed the active youth in the area.

Sampling Technique and Sample Size

(Bryman and Bell, 2003) defines sample size as the segment of the population that is to be selected for investigation. The sample technique in this study is a non –

probability technique. With this, the units are selected at the discretion of the researcher. This sample also uses human judgment in selecting units and has no theoretical basis for estimating population characteristics.

Using the purposive sampling method, participants were selected for this study. The sampling method is a non-probability sampling method where researchers intentionally select specific individuals, groups or elements based on their characteristics. This study targeted youths from the Atwima Kwanwoma district. This included youths that were unemployed and youth that are currently or previously engaged in agriculture.

Research Instruments

The study relied mainly on primary data and therefore the study was conducted using interviews and questionnaires. It is designed to capture demographic and socio-economic characteristics of respondents. The questionnaire includes both closed and open-ended questions. The nature of the study was explained to respondents so that the confidentiality of respondents is assured. Respondents is provided with detailed instructions regarding how the questions were to be completed. The study also spell out the relationship between access to finance as agribusiness incentive and youth employment. Other non – economic incentives such as government policies, education and information technology, capacity building and skill development were designed in the questionnaire.

Data Presentation and Analysis Procedure

All statistical analysis were carried out using the Statistical Package for Social Sciences (SPSS) version 22 following the receipt of completed surveys. Analyses were done using Crombach alpha (for reliability test). Descriptive analysis using

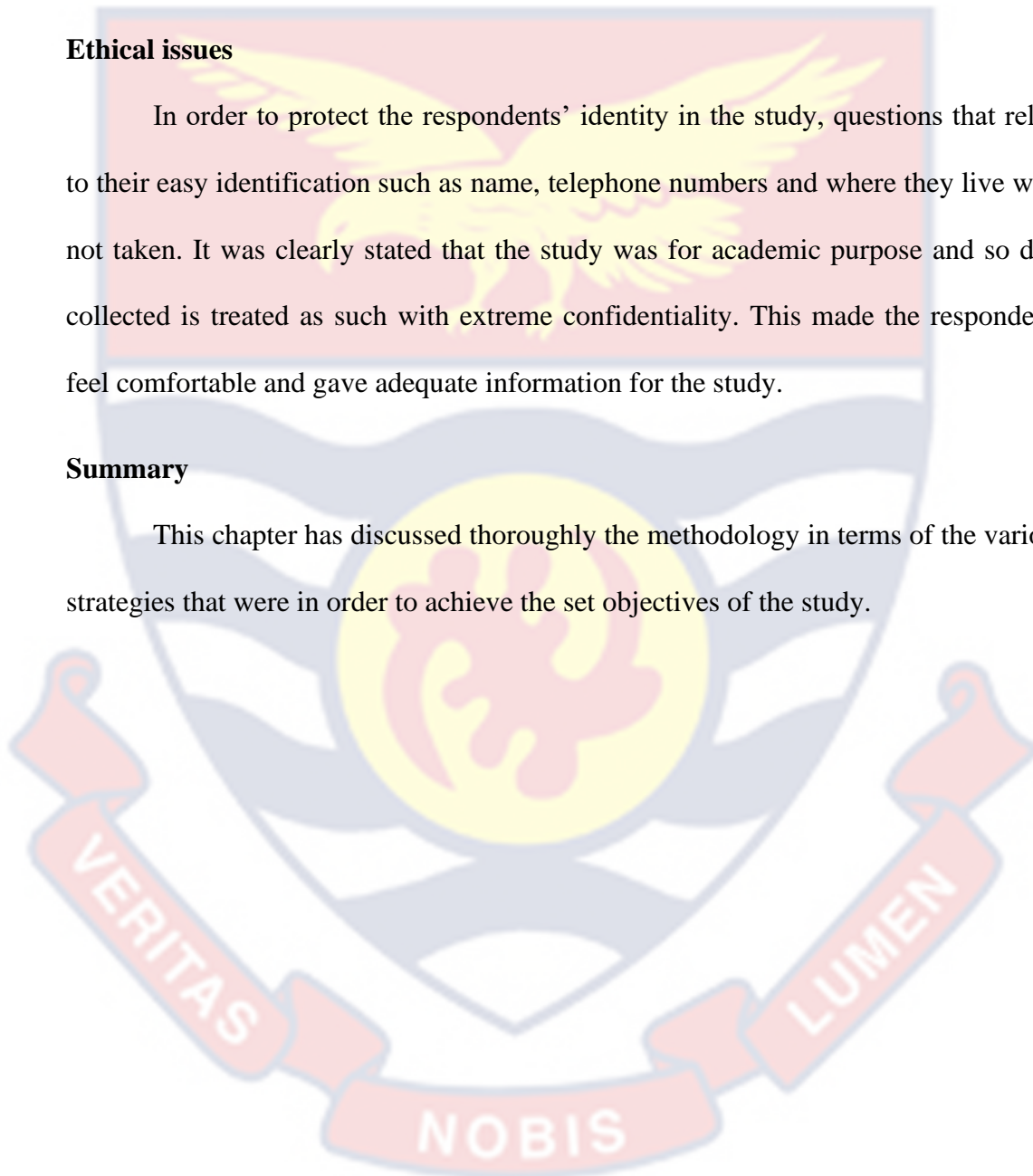
frequency tables were also employed to show clearly the data that was gathered. This is demonstrate the distribution of observations based on the options in a variable. It will be helpful to understanding each variable and deciding on how the variable affect the study.

Ethical issues

In order to protect the respondents' identity in the study, questions that relate to their easy identification such as name, telephone numbers and where they live were not taken. It was clearly stated that the study was for academic purpose and so data collected is treated as such with extreme confidentiality. This made the respondents feel comfortable and gave adequate information for the study.

Summary

This chapter has discussed thoroughly the methodology in terms of the various strategies that were in order to achieve the set objectives of the study.



CHAPTER FOUR

DATA ANALYSIS AND INTERPRETATION OF RESULTS.

Introduction

This chapter presents an analysis and findings obtained through the study. In all were 50 questionnaires were completed. The response was considered to be adequate and representative to allow generalizations of the findings. The chapter is structured along the research questions of the study and is a representation of the data collected.

Demographic Characteristics and Business Information

This study was about the assessment of the influence of agribusiness incentives on youth employment in Ghana (a case study of Atwima Kwanwoma District), thus respondents' marital status, number of dependents, educational status and the perspective they have on agribusiness incentives and youth employment are considered important demographic characteristics in our findings and are presented in 4.2.3, 4.2.4, 4.2.5, and 4.2.6. This section of the questionnaire covered the respondents' gender and age. Though not central to the study, the personal data helped contextualize the findings and the formulation of appropriate recommendations to improve with the analysis.

Age Category

The age of the respondents is reported in Table 1. The youngest to answer were from the ages of 18 to 25 years and the oldest were above 56 years. Respondents 18-25 years were 24.0%, 26-35 years were 56.0%, 36-45 years were 20.0%, we had no response from the ages of 46-55 years and 56 years and above. This

result indicates that majority of the respondents were people between the age of 26-35 years in the market.

Table 2: Age Category

Age Category

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-25 years	12	24.0	24.0	24.0
	26-35 years	28	56.0	56.0	80.0
	36-45 years	10	20.0	20.0	100.0
	Total	50	100.0	100.0	

Source: Field Survey, 2023

Gender

Table 2 shows the results of respondents that responded to our questionnaires. Out of the 50 respondents, males were 48.0% which indicates (24) while females were at 52.0% which indicates (26) of the respondents. This analysis implies that the majority of female under the study responded to the questionnaire than the male respondents.

Table 3: Gender

Indicate your gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	24	48.0	48.0	48.0
	Female	26	52.0	52.0	100.0
	Total	50	100.0	100.0	

Source: Field Survey, 2023

Marital Status

This result shows the marital status of the respondents. Respondents who are single being 52.0% which is 26, married being 30.0% which is 15 of the respondents and cohabitation 18.0% which is 9 of the respondents. This indicates that majority of the respondents were single which is 52.0% of the population.

Table 4: Marital Status

Marital Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	26	52.0	52.0	52.0
	Married	15	30.0	30.0	82.0
	Cohabitation	9	18.0	18.0	100.0
	Total	50	100.0	100.0	

Source: Field Survey, 2023

Number of Dependents

This survey shows the number of dependents of each respondent. Starting from zero to above 10. Zero constitute of 38.0%, Less than 5 constituting 36.0%, 6-10 constituting to 24.0% and above 10 also being 2.0%. these results indicate that majority of the respondents have zero number of dependents. This is shown below.

Table 5. Number of Dependents:

Number of dependent(s)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Zero	19	38.0	38.0	38.0
	Less than 5	18	36.0	36.0	74.0
	6-10	12	24.0	24.0	98.0
	Above 10	1	2.0	2.0	100.0

Number of dependent(s)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Zero	19	38.0	38.0	38.0
	Less than 5	18	36.0	36.0	74.0
	6-10	12	24.0	24.0	98.0
	Above 10	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

Source: Field Survey, 2023

Educational Level

This survey shows the results of respondents with regards to their educational level. That is starting from primary to postgraduate. Primary respondents were 14.0% which is (7), JHS/MSLC constitutes of 38.0%, SHS/O'Level constitutes of 24.0%, tertiary constitutes of 18.0% and postgraduate being 6.0%. This indicate that majority of the respondents are people with the basic educational background which is 38.0% being 19 of the respondents this is shown from table 5.

Table 6 Educational Level:

Educational level		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Primary	7	14.0	14.0	14.0
	JHS/MSLC	19	38.0	38.0	52.0
	SHS/ O'Level	12	24.0	24.0	76.0
	Tertiary	9	18.0	18.0	94.0
	Postgraduate	3	6.0	6.0	100.0
	Total	50	100.0	100.0	

Source: Field Survey, 2023

Data Interpretation

Research Question 1: To Analyze how Agribusiness Incentives can Influence Youth Employment in Ghana.

The first objective of this study was to analyze how agribusiness incentives can influence youth employment in Ghana. Several studies have reported a positive relationship between agribusiness incentives on youth employment (Yami et. al., 2019; Bello et. al., 2021). Common initiatives identified include financial support, training and access to resources (Yami et. al., 2019). In Ghana, the government has implemented various agribusiness incentives to promote youth engagement in agriculture (Teye, 2019). Findings from the study indicate that, majority of youths from the Atwima Kwanwoma district are of the perception that agribusiness incentives positively influence youth employment. Nearly half of respondents indicated that they were willing to engage in agriculture if they had access to the necessary resources. 94.0% of respondents agree to the fact that agribusiness programs provide employment opportunities for the youth while 6.0% of the respondents disagree. This indicates that majority of the respondents have positive perspective on agribusiness incentives and youth employment. This is shown below in the table below.

Table 7 Indicate the Perspective you have on Agribusiness Incentives and Youth Employment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Positive Perspective	47	94.0	94.0	94.0
	Negative Perspective	3	6.0	6.0	100.0
	Total	50	100.0	100.0	

Source: Field Survey, 2023

Table 8 Access to Finance

Questions	SD	D	N	A	SA
There is an availability of starting capital for agribusiness from my personal funds.	50	12	20	18	0
It is easy for me to get loans without interest in the municipality from the micro credit institutions.	36	40	18	6.0	0
I have access to finance with no collateral security from the rural bank in my community	42	22	24	8	4
The terms and conditions for obtaining investment loans for agribusiness from the banks is favorable for me	26	32	30	8	4
The government and other financial institutions have made it easy for me to obtain financial assistance for agribusiness purposes	44	20	30	6	0
I have enough assets as collateral security to motivate me to obtain loans for agribusiness purpose	40	16	26	16	2
There are friends and family members to rely on for financial access for agribusiness purposes	30	28	30	10	2

Source: Field Survey, 2023

Firstly, this survey indicates that, majority of the respondents disagree that it is easy for me to get loans without interest in the municipality from the micro credit institutions. Whiles, majority of them strongly disagree that they have access to finance with no collateral security from the rural bank in my community. Similarly, Avevor (2016) states that acquiring funds to invest in agribusiness in Ghana is difficult. This is largely due to the high uncertainty associated with agriculture.

Also, majority of the respondents disagree that the terms and conditions for obtaining investment loans for agribusiness from the banks is favorable for them. Whiles, majority of the respondents strongly disagree that the government and other

financial institutions have made it easy for them to obtain financial assistance for agribusiness purposes and also strongly disagree that they have enough assets as collateral security to motivate them to obtain loans for agribusiness purpose. Awevor (2016), state that in financial institutions usually require collaterals that most youth do not have. In other cases, the interest rates of loans discourage individuals from seeking financial aid in the form of loans.

Lastly, majority of the respondents strongly disagree and are also neutral that there are friends and family members to rely on for financial access for agribusiness.

Research Question 2: To Assess how Non-economic Incentives can Influence Youth Employment

According to Jumah et. al., (2020) youth employment is influenced by a range of non-economic factors which significantly impact young people's ability to secure and maintain their jobs. Noneconomic factors include education and skills, social networks, Gender, infrastructure, and cultural and societal norms. This study focused on non-economic factors such as government policies, education and information technology and capacity building.

Firstly, findings from this study indicate that, majority of the respondents had very little knowledge about existing policies in Ghana that support youth in agriculture. This finding is at par with several studies conducted on the influence of government policies on youth employment (Kilimani, 2017). According to Amadu-Ameyaw (2020) majority of youths particularly in Africa are oblivious of existing policies that support youth in entrepreneurship. Ampadu-Ameyaw (2020) associated this with poor awareness creation on the part of policy makers.

A significant proportion of respondents took a neutral that the government has made available youth motivation policies in their area that encourages them to venture into agriculture. Whiles, majority of the respondents strongly disagree that there is an availability of agricultural supervision by the government that encourages them to invest in the agribusiness.

Also, majority of the respondents are neutral that the tax policies in the country are favorable to serve as an incentive for me to enter into agribusiness and also neutral that the government has an initiative to provide enough capital for every youth who wants to enter into agribusiness and that there is enough communication and publicity by the government through district information system which encourages the youth into agribusiness. Similarly, Ampadu-Ameyaw (2020) states that most citizens within the African sub region disagree to the fact that tax policies can potentially be used to provide incentives for entrepreneurs.

Lastly, majority of the respondents agree that they are aware of planting for food and jobs government policy that encourages and they also agree that they are aware of youstart government policy that encourages agribusiness and that they are encouraged to enter into agribusiness due to the youth start policy laid down by the government. This is summarized in the table below.

Table 9 Government Policies

Questions	SD	D	N	A	SA
The government has made available youth motivation policies in my area that encourages me to venture into agriculture	26	24	36	14	0
There is an availability of agricultural supervision by the government that encourages me to invest in the agribusiness	30	30	28	12	0
The tax policies in the country are favorable to serve as an incentive for me to enter into agribusiness	30	20	36	12	2
The government has an initiative to provide enough capital for every youth who wants to enter into agribusiness	28	26	38	8	0
There is enough communication and publicity by the government through district information system which encourages the youth into agribusiness	32	16			
I am aware of planting for food and jobs government policy that encourages agribusiness	4	8	12	52	24
I am aware of youstart government policy that encourages agribusiness	8	20	22	34	16
I am encouraged to enter into agribusiness due to planting for food and jobs, youstart policy laid down by the government.	12	4	12	52	20
I am encouraged to enter into agribusiness due to the youstart policy laid down by the government	10	10	14	44	22

Source: Field Survey, 2023

On education and technology, this survey indicates that, majority of the respondents disagree that they have access to agribusiness technology such as social media which encourages them to enter agribusiness. It also indicates that, majority of the respondents disagree that there is an improved information technology system in their area that encourages them to venture into agribusiness. Again, majority of the

respondents agree that have the relevant technological knowledge that are needed in their area of work. Majority of the respondents strongly disagree that modern technological equipment such as farm machinery for agribusiness are made available to them in the sector in their area.

In addition, this indicates that, majority of the respondents agree that the terms and conditions for obtaining investment loans for agribusiness from the banks is favorable for them and also agree that they are ready to learn any modern information technology and its changes in agribusiness. The survey indicates that, majority of the respondents disagree that they have access to agribusiness knowledge and other information from ministry of food and agriculture which encourages them to enter into agribusiness. Whiles, majority of the respondents agree that there is an improved education system such as vocational training in school curriculum in their area that encourages them to invest in agribusiness and majority of the respondents also agree that they have the relevant information that are needed in their area of work.

Also, majority of the respondents agree that modern educational equipment such as for agribusiness are made available to them in the sector in their areas, and that their view of education is very significant to empowering them into agribusiness in their area.

Lastly, this indicates that, majority of the respondents agree that there is availability of supervisors assigned to train me on the changes in information technology in agribusiness. This is summarized in the table below. Majority of the respondents agree that there is the availability of people who are able to provide them with knowledge on agribusiness and they also agree to it that they get more understanding on agribusiness when they are taught by assigned tutors in their area.

Table 10 Education and Information Technology

Questions	SD	D	N	A	SA
I have access to agribusiness knowledge and other information from ministry of food and agriculture which encourages me to enter into agribusiness	34	12	20	32	2
There is an improved education system such as vocational training in school curriculum in my area that encourages me to invest in agribusiness.	26	18	16	36	4
I have the relevant information that are needed in their area of work.	24	16	14	42	4
Modern educational equipment such as for agribusiness are made available to me in the sector in my areas.	34	22	16	24	4
In my view education is very significant to empowering me into agribusiness in my area	8	2	0	58	32
There is the availability of people who are able to provide me with knowledge on agribusiness.	20	24	20	30	6
I get more understanding on agribusiness when I am taught by assigned tutors in my area.	14	6	8	46	26

Source: Field Survey, 2023

Reliability analysis on Capacity building

Cronbach's reliability analysis was run on all scales, as well as on the composite scale. Reliability analysis showed acceptable limits for individual scale and their composite.

Table 11 Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	No of Items
.736	.695	7

Source: Field Survey, 2023

Table 12 ANOVA

	Sum of Squares	df	Mean Square	F	Sig
Between People	153.497	49	3.133		
Within					
Between Items	169.829	6	28.305	34.282	.000
Residual	242.743	294	.826		
Total	412.571	300	1.375		
Total	566.069	349	1.622		

Grand Mean = 3.07

Source: Field Survey, 2023

Research Question 3: To Identify what Hinders the Interest of Youth in Ghana to Enter into Agribusiness

Agriculture has been the backbone of Ghana's economy for several decades, providing sustenance, economic stability and a way of life for countless individuals. However, in recent years there have been concerns about the decline in youth involvement in agriculture (Yami et. al., 2019). This shift can be attributed to several factors that discourage the younger generation from pursuing a career in agriculture.

Findings from this study indicate that one of the major challenges that discourage the youth from entering into agribusiness is its capital intensive nature. 50% of respondents state that there do not have enough personal funds to use as

startup capital and 36% and 40% assert that it is difficult to get loans without interest from micro finance institutions to start an agribusiness.

Shayo (2020) identified other factors that hinder the youth from venturing into agribusiness including perceived lack of profitability, labor intensive nature, limited access to land, limited access to technology and the risks and uncertainties of the market. Findings from this survey are at par with the above. A significant proportion of respondents (representing more than 50% of respondents) state that they do not have access to technologies that will aid them to farm on large scale.

Also, given that respondents lack capital, they are unable to get access to lands and are unable to pay for extra labor. Finally, Shayo (2020) is of the view that most Ghanaian youth perceive agribusiness as job that has very minimal profits and hence do not venture into it.

Research Question 4: To Suggest Ways to Attract the Youth's Interest in Agribusiness

Findings from the study revealed that respondents had very little knowledge on available policies that support youth in agriculture. Thus, it is recommended that the ministry of agriculture in Ghana in collaboration with local authorities undertake an intensive awareness creation on available policies.

Also, education and training in the form of workshops, training programs and courses that teach agricultural techniques, sustainable practices and business skills. In these training programs it is recommended that the impact of technology is emphasized.

Also, it is recommended that local authorities encourage partnerships and collaborations between young agricultural entrepreneurs and local authorities. This

primarily to ensure that these farmers get access to the needed resources by providing access to grants, loans, or subsidies that expand their agribusiness ventures.

Finally, the study recommends that the government develops policies that support youths in agriculture to boost their harvest and profitability. Ampadu-Ameyaw (2020) such policies have positive impacts on agriculture and youth employment.



CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Introduction

This chapter concludes the study and it is divided into three sections. The first section focuses on summary of findings, whereas the second section focuses on the conclusion and the last section presents the recommendation.

Summary of Findings.

The study set out objectives to analyze how agribusiness incentives can influence youth employment in Ghana, how non – economic incentives can influence youth employment, to identify what hinders the interest of youth in Ghana to enter into agribusiness and to also suggest ways to attract the youth’s interest in agriculture. The study indicated that there is a strong and positive relationship between economic and non – economic incentives towards youth employment into agribusiness. This study has indicated according to the respondents that people do not have funds available as starting capital for agribusiness. Also, it is not easy to get loans without interest in the municipal assembly as confirmed by about 76% of the respondents while the terms and conditions for obtaining investment for agribusiness from banks is not favourable.

The study has revealed that, the government and other financial institutions have not made it easy obtaining financial assistance for agribusiness. Meanwhile there is no assistance from friends and family that can be relied on for financial assistance for agribusiness purposes as 80% of respondents confirmed and these has been hindering the youth to enter into agribusiness.

However, most people especially the youth are really ready to learn and undergo every training that is needed for them to enter into agribusiness in a large scale that will help benefit them and the country as a whole. They are also available for mentorship by people who have the needed knowledge for entering into agribusiness in the area.

Other factors such as skill development was found out not to be well utilized even though there has been some attempts by stakeholders and the government in the area. It serves as an incentive for most of the youth to enter into agribusiness if such initiative is provided to them and they will be ready to receive such capacity building in the area in order to improve upon their knowledge and training capacity on agribusiness sector.

Conclusion

The main objectives of the study are to assess the influence of agribusiness incentives on youth employment in Ghana. A sample of 100 respondents was used for the study. To achieve this objective, frequency table was employed.

In view of the results obtained from the study, the following conclusion are made. First, the study conclude that attaining financial assistance through third party either by the government, other financial institutions or even friends and families is not available for agribusiness purposes. It concludes that people are motivated to enter into agribusiness where there is the availability of both economic and non – economic agribusiness incentives. Incentives including access to finance, technology, education, training and skill empowerment is strongly likely to increase youth employment due to the fact that it will motivate the youth to enter into agribusiness.

Finally, it is clear that through the right initiative by the government and other stakeholders, agribusiness will be attractive to the youth and this will reduce youth unemployment in the country.

Recommendations

From the findings and discussions in chapter four, the following recommendations are made. Firstly, since people do not have financial aid and supervision for agribusiness, there is the need for the government to make available financial assistance that will encourage the youth to enter into agribusiness. This can be made available through giving out loans without collateral and interest and with intensive supervision to see to it that it has been used for what it was meant for and also providing the needed knowledge, technological assistance and training for the those who are given such financial assistance in order to equip them to be successful in the area of work.

Secondly, people are really aware of the interventions such as youstart and planting for food and job and are really positive about it that it is a great initiative by the government. However, few people have benefitted from such initiative. By this the government is recommended to extend her reach to every area in the country where agribusiness can be taken advantage of so that several people can be a beneficiary of such a great initiative. Other similar initiatives can also be made available by the government in order to improve the success of engaging the youth into agribusiness in the country which thereby increases youth employment in Ghana.

Thirdly, there should be assigned tutors who will provide skilled capacity and train the youth to take advantage of modern technologies such as social media and farm machinery made available by the government for the success of agribusiness in

the country. Even though tax policies by the government when it comes to agribusiness is quite favourable, it is important that the government make it more favourable to such people who want to enter into agribusiness so that it will become a great motivation tool for them to enter into agribusiness which will improve youth employment in Ghana.



REFERENCES

- Adekambi, S. A., Diagne, A., Simtowe, F., & Biao, G. (2009). The impact of Agricultural Technology adoption on Poverty: The case of NERICA rice varieties in Benin (No. 1005-2016-78928, pp. 1-16)
- Adekoya, A. F., Ayuba, I. K., & Sokunbi, G. M. (2018). Employment in Agriculture and Youth Unemployment in West Africa: A PSCE approach. *International Journal of Governance and Development*, 5(1&2), 122-126.
- Adeyanju, D. F., Mburu, J. I., & Mignouna, D. B. (2020). Impact of Agricultural programs on Youth Engagement in Agribusiness: The Case of the Fadama Graduate Unemployed Youths Support Program in Nigeria. Selected Paper prepared for presentation at the 2020 Agricultural & Applied Economics Association Annual Meeting, Kansas City, MO July 26 -28, 2020.
- Afere, L., Adedeji, O., Baker, V., Barbou des Courieres, c., Mabonga, L., Ocansey. M and Neate, P. (2019). Making agriculture attractive to young people.
- Akrong R, Kotu BH. (2022). Economic analysis of youth participation in agripreneurship in Benin. Heliyon.
- Ampadu-Ameyaw, R., Jumpah, E., Owusu-Arthur, J., Boadu, P. and Fatunbi, O., 2020. A review of youth employment initiatives in Ghana: policy perspective.
- Avevor, E., 2016. Challenges faced by SMEs when accessing fund from financial institutions in Ghana.
- Ayanda, I.F., Olooto, F., Motunrayo, A., Abolaji, G.T., Yusif, O.J, and Subair, S.K. (2012). Perception of Kwara State University Agricultural Students on farming as means of future livelihood. *Internal Journal of AgriScience* Vol.2(11), pp 1053-1061
- Baah-Boateng, W. (2012). Youth Employment and Unemployment Challenge in Africa: A Case of Ghana. Workshop on Youth Unemployment, ISSER
- Bello, L.O.; Baiyegunhi, L.J.S.; Mignouna, D.; Adeoti, R.; Dontsop-Nguezet, P.M.; Abdoulaye, T.; Manyong, V.; Bamba, Z.; Awotide (2021). Impact of Youth-in-Agribusiness Program on Employment Creation in Nigeria. *Sustainability* 2021, 13, 7801.
- BREISINGER, C. et al. (2008), Agriculture for Development in Ghana – New Opportunities and Challenges, IFPRI Discussion Paper 00784, Washington D.C.
- Christiaensen, L., Rutledge, Z. & Taylor, J. E., 2020. The Future of Work in Agriculture, Washington, DC: World Bank Group.

- Christianensen, L., 2017. Can agriculture create job opportunities for youth?. Washington, D.C.: World Bank Group.
- Fleischhauer, K. J. (2007). A review of human capital theory *Microeconomics*. University of St. Gallen, Department of Economics Discussion paper, (2007–01)
- Geza, W., Ngidi, M. S. C., Slotow, R., & Mabhaudhi, T. (2020). The dynamics of youth employment and empowerment in agriculture and rural development in South Africa: A scoping review. *Sustainability*, 14(9), 5041.
- Girard, P. (2017). How can agriculture contribute to youth employment? Insights for a strategy for southern Africa.
- Graham, L.; Mlatsheni, C. (2015). Youth unemployment in South Africa: Understanding the challenge and working on solutions. *S. Afr. Child Gauge* 2015, 2, 51–59.
- Hou, J., Huo, X. and Yin, R. (2019), “Does computer usage change farmers’ production and consumption? Evidence from China”, *China Agricultural Economic Review*, Vol. 11, pp. 387-410.
- J. Tambo, T. Wunscher, Farmer-led innovations and rural household welfare: evidence from Ghana, *J. Rural Stud.* 55 (2017) 263–274.
- Jumpah, E. T., Ampadu–Ameyaw, R., & Owusu–Arthur, J. (2020). Youth employment in Ghana economic and social development policies perspective. *World Journal of Entrepreneurship, Management and Sustainability Development*, 16(4), 413–427.
- Kilimani, N. (2017). Youth employment in developing economies: Evidence on policies and interventions.
- Léapple, D., Renwick, A., Cullinan, J. and Thorne, F. (2016), “What drives innovation in the agricultural sector? A spatial analysis of knowledge spillovers”, *Land Use Policy*, Vol. 56, pp. 238-250.
- Lauder, H. (2015). Human Capital theory, the power of transnational companies and a political response in relation to education and economic development. *A Journal of Comparative and International Education*, 45(3), 490–493.
- Maiga, E., Christiaensen, L., & Palacios-Lopez, A., (2015). Are the youth exiting agriculture en masse. In Center for the Study of African Economies Conference, Oxford, UK.

- Marson, M. (2022). The Future of African Agriculture Challenges and Opportunities for the youth. *Interdisciplinary Approaches to the Future of Africa and policy Development*, 302–315.
- Merriam, S.B., and E.J. Tisdell. (2016). *Qualitative Research. A Guide for Design and Implementation*. San Francisco, CA: Jossey-Bass.
- Mmbengwa, V.M.; Qin, X.; Nkobi, V. Determinants of youth entrepreneurial success in agribusiness sector: The case of Vhembe district municipality of South Africa. *Cogent Soc. Sci.* 2021, 7, 1982235.
- Naamwintome, B.A. and Bagson, E. (2013). Youth in agriculture: Prospects and challenges in the Sissala area of Ghana. *Journal of Agricultural Science*. Vol.1(2), pp 60-68.
- Narendan, K., and T. T. Ranganathan. 2014. "Agripreneurship for Rural Youth." *International Journal in Management and Social Science* 3(8): 245-251.
- Shayo, A. H. (2020). *The role of education system in preparing youth for agricultural career decisions and aspirations: Exploring ways to attract more youth to engage in agriculture and agricultural entrepreneurship in Tanzania* (Doctoral dissertation, Virginia Tech).
- Teye, J. (2019). *Agribusiness Investment in Agricultural Commercialisation in Ghana: Rethinking Policy Incentives*. APRA Brief, Issue, (19).
- Twumasi, M.A., Jiang, Y., & Acheamong, M. O. (2019). Determinants of agriculture participation among tertiary institution youths in Ghana. *Journal of Agricultural Extension and Rural Development*, 11(3), 56-66.
- World Bank Group jobs (2021). *Digital solutions for youth agripreneurs*
- Wuni, I. Y., Bofo, H.K., Dinye, R.D., & Dinye, R.D. (2017). Examining the non-participation of some youth in agriculture in the midst of acute unemployment in Ghana. *Int J Mod Soc Sci*, 6, 128-153.
- Yami, M., S. Feleke, T. Abdoulaye, A. D. Alene, Z. Bamba, and V. Manyong. 2019. "African Rural Youth Engagement in Agribusiness: Achievements, Limitations, and Lessons." *Sustainability* 11: 185.

APPENDIX

QUESTIONNAIRE

I am Msc. Student from the Monitoring and Evaluation department, Christian Service University College, Kumasi and I am conducting a research on “*assessment of the influence of agribusiness incentives on youth employment in Ghana. A case study of Atwima Kwanwoma District*”. This is an academic research and your confidentiality is highly ensured. We would therefore be glad if you could provide responses to the following questions to help us complete the research successfully.

SECTION A: DEMOGRAPHIC CHARACTERISTICS AND BUSINESS INFORMATION

1. Kindly indicate your age category
18– 25 years [] 26 – 35 years [] 36 – 45 years [] 46 – 55 years [] above 56years []
2. Indicate your gender Male [] Female []
3. Marital Status Single [] Married [] Divorced []
Widowed [] Cohabitation []
4. Number of dependent(s): Zero [] Less than 5 [] 6-10 []
Above 10 []
5. Education level
Primary [] JHS/MSLC [] SHS/O’Level [] Tertiary []
Postgraduate []
6. Please indicate the perspective you have on agribusiness incentives and youth employment. Positive perspective [] Negative perspective []

SECTION B: ACCESS TO FINANCE

Please rank agreement or disagreement to the following statement. 1 – Strongly disagree 2– disagree, 3 – neutral, 4 – Agree, 5 – Strongly Agree

No.	Access to finance	1	2	3	4	5
1	There is an availability of starting capital for agribusiness from my personal funds					
2	It is easy for me to get loans without interest in the municipality from micro credit					
3	I have access to finance with no collateral security rural bank					
4	The terms and conditions for obtaining finance for agribusiness from banks is favourable for me					
5	The government and other financial institutions have made it easy for me to obtain financial assistance for agribusiness purposes					
6	I have enough assets as collateral security to motivate me to obtain loans for agribusiness purpose					
7	There are friends and family members to rely on for financial access for agribusiness purposes					

SECTION C: GOVERNMENT POLICIES

Please rank your agreement or disagreement to the following statement: 1 – Strongly disagree, 2 – disagree, 3 – neutral, 4 – Agree, 5 – Strongly Agree

No	Government Policies	1	2	3	4	5
1	The government has made available youth motivation policies in my area that encourages the youth into agribusiness					
2	There is an availability of agricultural supervision by the government to encourage agribusiness					
3	The tax policies in the country are favorable to serve as an incentive for entering into agribusiness					
4	The government has an initiative to provide enough capital for every youth who want to enter into agribusiness					
5	There is enough communication and publicity by the government through district information system which encourages the youth into agribusiness					
6	I am aware of Planting for Food and jobs government policy that encourages agribusiness					
7	I am aware of Youstart government policy that encourages agribusiness					
8	I am encouraged to enter into agribusiness due to the planting for food and jobs, youstart policy laid down by the government					
9	I am encouraged to enter into agribusiness due to the youstart policy laid down by the government					

SECTION D:**EDUCATION & INFORMATION TECHNOLOGY**

Please rank your agreement or disagreement to the following statement: 1 – Strongly disagree, 2 – disagree, 3 – neutral, 4 – Agree, 5 – Strongly Agree

No	Education	1	2	3	4	5
1	I have access to agribusiness knowledge and other information from Ministry of Food and Agriculture which encourages me to enter into agribusiness					
2	There is an improved education system such as Vocational training in school curriculum in my area that encourages me to invest in agribusiness					
3	I have the relevant information that are needed in their area of work					
4	Modern educational equipment such as for agribusiness are made available to me in the sector in my area					
5	In my view education is very significant to empowering me into agribusiness in my area					
6	There is the availability of people who are able to provide me with knowledge on agribusiness					
7	I get more understanding on agribusiness when I am taught by assigned tutors in my area					

No	Information Technology	1	2	3	4	5
1	I have access to agribusiness technology such as social media which encourages me to enter into agribusiness					
2	There is an improved information technology system in my area that encourages me to venture into agribusiness					
3	I have the relevant technological knowledge that are needed in their area of work					
4	Modern technological equipment such as farm machinery for agribusiness are made available to me in the sector in my area					
5	In my view information technology is very significant to empowering me into agribusiness in my area					
6	I am ready to learn any modern information technology and its changes in agribusiness					
7	There are availability of supervisors assigned to train me on the changes in information technology in agribusiness					

SECTION E: CAPACITY BUILDING & SKILL DEVELOPMENT

Please rank your agreement or disagreement to the following statement: 1 – Strongly disagree, 2 – disagree, 3 – neutral, 4 – Agree, 5 – Strongly Agree

No	Capacity Building	1	2	3	4	5
1	Steps have been taken in my area to improve my abilities in agribusiness through capacity by district assembly which I have ever participated					
2	The needed resources for making agribusiness attractive to me which are being made available by NGOs in my community					
3	I believe my participation in a capacity building workshop in agribusiness has served as an incentive to me					
4	There is a swift adaptation to the skills received from capacity building training on agribusiness I participated					
5	I am available for Leadership development and future collaboration for the improvement of agribusiness					
6	I have a Mentor who offers a capacity building training for me in agribusiness in my area					
7	In my view, mentorship will serve as an incentive for me to improve my performance agribusiness					

No	Skill Development	1	2	3	4	5
1	I have benefited from an initiative in my area that seeks to train the youth who are ready to enter into agribusiness					
2	Skills and entrepreneurial programs are made available to me as an incentive for agribusiness					
3	There is on the job training schedules for me as starter in agribusiness to increase my knowledge in the sector					
4	I believe skill development on agribusiness will serve as an incentive for me to venture into agribusiness in my area					
5	There is the availability of initiatives that focus on skills development for agribusiness which I have enjoyed in my area					
6	I believe skill development has improved my interest in agribusiness sector and makes it attractive in my area					
7	There are people who are available to listen and solve my agribusiness problems that will occur in my area					

Thank you for your time