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The Issue of Employment Access for Recent Graduates of the University of Moundou

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ABSTRACT

Jobs in Chad are scarce, and having a degree is an asset: a degree facilitates entry into the workforce and the job search; it is an investment in human capital. The level of employment depends on many factors other than just a person's level of education. The objective of this study is to explore the determinants of employment access among young graduates of the University of Moundou. We employ a hypothetical-deductive methodology.

In particular, we drew inspiration from Granovetter's theory (1973), which demonstrates that interpersonal relationships (family, friends, close associates, etc.) provide access to better employment opportunities. With this in mind, several theoretical frameworks were subsequently developed to address the issue of employment. These theories enabled us to identify both macroeconomic and microeconomic factors influencing access to employment. In our study, we focused on the microeconomic determinants among recent graduates of the University of Moundou. The study covers the period from 2009 to 2022. We administered a questionnaire to 683 bachelor's degree graduates (including 570 men and 113 women) to obtain these results. . We analyzed our statistical data using SPSS software. Our results show that men are more likely to be employed than women.Certain fields of study, such as business administration, economics, computer science, and law, also facilitate access to employment. A mentor's social status can either facilitate or limit access to employment. Based on our findings, we have outlined several avenues for further research, such as equity in employment opportunities for recent graduates, funding for entrepreneurship among recent graduates, and targeted training programs designed to meet the needs of the labor market, among others.

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INTRODUCTION

In recent decades, Chad has been plagued by the problem of unemployment among young college graduates. Each year, Chadian universities send between 4,000 and 5,000 graduates into the job market[1]. Yet 60 percent[2] of these young people, who are full of fresh ideas, are unemployed. This high unemployment rate poses a serious problem, as Chad's youth aspire to receive a higher education, but once they graduate, they are unable to find jobs. The scale and severity of these employment issues underscore the need for statistical studies that could offer potential solutions to facilitate access to the labor market.

[1] according to the platform for unemployed graduates

[2] The National Employment Forum will take place October 15–18, 2024, in N'Djamena (Chad)

The situation is no longer the same as it was before (prior to the Structural Adjustment Program, or SAP). In the past, an education guaranteed access to a decent job. Today, the supply of skilled labor in Chad far exceeds demand. Unemployment among college graduates has worsened since the 1990s and continues to worsen over time. Furthermore, educated workers find themselves unemployed for long periods. From this perspective, the criticisms leveled at Chadian universities fall into two categories: on the one hand, they are criticized for failing to provide all young people with the necessary qualifications, and on the other hand, for failing to adequately meet the needs of the labor market. However, the link between qualifications and employment is more complex than it appears.

In general, the situation of young college graduates in developing countries (Chad) is a cause for serious concern. Chad's youth are often portrayed as the primary victims of unemployment, even though they are said to possess every virtue. It is interesting to examine how young people have responded to this situation. This study falls within that framework. The objectives of this research are:

- to explore the factors that promote or limit access to employment for young university graduates in Chad;
- to examine the microeconomic determinants of access to employment;
- to present the structure of higher education in Chad while explaining the LMD system;
- to analyze the consequences of unemployment in Chad.

As a social group, young people are individuals who need assistance, guidance, questioning, and/or support in a context that encompasses various fields such as politics, economics, social issues, law, and so on.

In Chad, the problem of unemployment affects all levels of the education system (secondary, university, etc.).

In our study, we focused on college graduates. To understand the situation of young graduates, we asked the following questions:

What are the factors that determine access to employment among young college graduates in Chad?

What can the authorities do to reduce youth unemployment?

To achieve the objectives of this study, we adopted the following methodology: First, we began with a literature review of theories related to access to employment. In the second part, we outlined the qualitative approach we employed. Finally, we presented the empirical results and will discuss them in light of the theories examined.

MATERIALS

2.1 Materials used

To analyze the factors influencing employment access for young[3] graduates of the University of Moundou, we drew on several books and articles related to employment theories. These provided us with a conceptual framework for understanding the factors that influence young graduates' ability to secure employment during their job search. The use and analysis of these documents enabled us to produce this article.

To examine the potential correlation between access to employment, on the one hand, and the duration of unemployment, gender, age, the father's occupation, the level and field of education, and the university attended, on the other hand, we adopted a hypothetical-deductive approach. The data collection method for our research is as follows: first, it is customary in Chad for a guardian within a family to face numerous employment-related challenges, including providing housing and food and seeking employment for their children, their family, and the children of their village.

Next, we utilized the existing database of the Office of Academic Affairs and Examinations (student phone numbers, questionnaires, face-to-face interviews, etc.) at the University of Moundou. We also reached out to public and private institutions, as well as NGOs, to identify graduates of the University of Moundou and collect existing data, or secondary data. The study population consists of all graduates of the University of Moundou between 2011 and 2022.

Our research team consists of a graduate of this university. We found a sample of 683 university graduates who responded to the survey. The field survey was conducted through face-to-face interviews with a representative sample of graduates. The sample size was determined to ensure the statistical significance of the estimated indicators of graduate employment.

RESULTS

The documents we used and analyzed enabled us to arrive at results that explain the various theories of employment. In the literature, we can cite Adam Smith in the 18th century and his theory of the invisible hand, which leads to full employment; then John M. Keynes in 1936 with his famous work The General Theory of Employment, Interest, and Money*; and finally Nicholas Kaldor, who, in 1957, identified the four main objectives of economic policy: combating unemployment, economic growth, controlling inflation, and achieving external balance.

Today, a country's employment rate is undoubtedly one of the most closely monitored macroeconomic variables, due to its impact on the well-being of society.

In 1970, Harris and Todaro noted in their chapter titled "Labor Market Segmentation" that:

[3] According to the definition in the African Union's African Youth Charter, which defines the youth population as all individuals aged 15 to 35.

The problem of unemployment stems from wage dispersion, on the one hand, and the voluntary mobility of workers from the secondary sector to the primary sector, on the other.

According to the human capital theory formulated by Gary Becker in 1964, investments in education and training increase productivity and enhance employability.

According to Doeringer and Piore's (1971) theory of labor market segmentation, there are two segments: the primary market, which offers stable, well-paid jobs, and the secondary market, characterized by precarious, low-paying jobs.

Michael Spence (1973) developed signaling theory. According to this theory, degrees and other certifications serve as a means of communicating candidates' productivity potential to employers. That same year, Granovetter (1973), in his theory of social networks, highlighted the importance of interpersonal relationships in gaining access to employment, especially in the absence of strong institutional structures. He distinguishes between "strong ties" (family, close friends) and "weak ties" (professional relationships), with the latter providing access to better job opportunities. Individuals from low-income backgrounds often rely on their family networks, which can limit their access to quality jobs (Fang and Saks, 2021). In contrast, higher social capital, linked to a better education, improves one's prospects in the labor market (Chen et al., 2018). Freeman (1976) introduced the idea that a skills mismatch could explain occupational downgrading that is, a graduate holding a job that did not match his or her level of education or skills. In an article titled "Irrational Investment in Education," Uphadyay (1994) addresses unemployment and argues that youth unemployment is due to government intervention and labor market imperfections. In 1995, Bougroum and Werquin, in their article "Job Cuts in the Public Sector," pointed out that the colonial period was characterized by education and training aimed at preparing people to take over leadership roles in the public sector of colonized countries. Employment in the public sector was guaranteed. Over time, this sector became saturated and could no longer meet the needs of the labor market. According to them, the implementation of the Structural Adjustment Program (SAP) was imposed on governments. These governments were urged to reduce hiring in the public sector in order to control their budget deficits. In this context, the PAS is the main cause of youth unemployment.

Bougroum et al. (2002) indicate that unemployment is due to an imbalance between the supply and demand for skilled labor. Boudarbat (2004) notes that unemployment among young graduates is due to wage inequality between the private and public sectors, and that graduates prefer to work in the public sector. Humburg and Van der Velden (2015) highlighted the growing importance of digital skills for securing stable employment, including in developing countries. Research also shows that individuals with both technical and non-technical skills are more successful in the labor market (Béduwé and Mora, 2017; Voirol-Rubido et al., 2020). Individuals who have earned a degree, possess digital skills, and have completed additional training are more likely to secure stable employment. Recent studies by Baker et al. (2017) indicate that employers place great importance on interpersonal skills and "life skills," such as confidence and flexibility. These skills are often overlooked in training programs. The mismatch between the skills acquired and the demands of the labor market significantly contributes to underemployment among graduates.

In most developing countries, particularly in Chad, the economy is characterized by informal activities, which benefit young people who have not attended school.

There has been a shift in Chad's employment structure toward export industries that pay low wages and employ large numbers of unskilled workers.

THE STRUCTURE OF HIGHER EDUCATION IN CHAD

In 2022, the unemployment rate among higher education graduates was 7.02 percent. We can compare this to the rate for people without a degree, which stands at 36.6%. This finding shows that people who have "invested" in their human capital by pursuing higher education find themselves at a disadvantage compared to the rest of the Chadian population. This represents a huge problem for Chad.

Decree No. 1630/PR/PM/MESRSFP/09 Establishing the Bachelor's, Master's, and Doctoral (LMD) System in Higher Education in Chad includes the following:

Article 3: The LMD system is characterized by:

- A structure for higher education based primarily on three academic degrees, namely: the bachelor's degree, the master's degree, and the doctoral degree;
- Organization of degree programs by semesters;
- Structuring of degree programs into tracks or fields of study and into coherent sets of course units (CUs) that provide appropriate academic progression;
- An overview of the degree programs.

Article 5: The value of degrees is defined as follows:

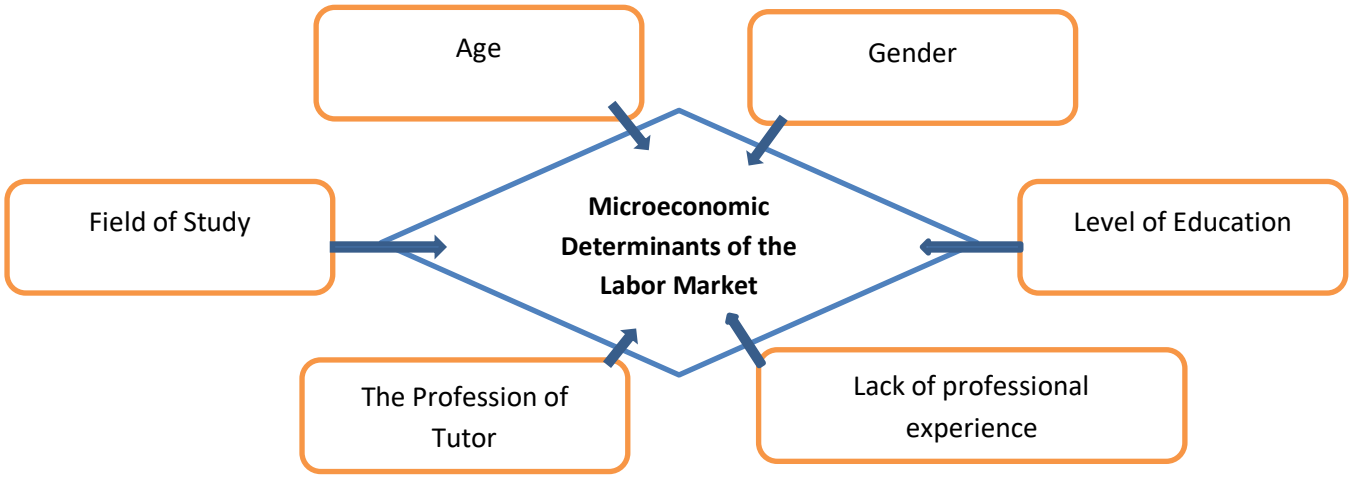
- Bachelor's degree: 180 credits over a minimum of six (6) semesters;
- Master's degree: 120 credits over a minimum of four (4) semesters;
- Doctorate: 180 credits over a minimum of six (6) semesters;

Through these steps, young people earn a college degree. Upon earning one of these degrees, young people are well-positioned to find a decent job. There are several factors that influence the unemployment rate.

Paralyzing or bringing higher education to a standstill is not the solution. Chad must continue to encourage its youth to pursue their studies, but also help them enter the job market upon graduation. This is a major challenge for Chad. However, this challenge is not insurmountable. It first requires a thorough understanding of the factors associated with graduate unemployment.

MICROECONOMIC FACTORS THAT DETERMINE ACCESS TO EMPLOYMENT:

figure 1[4]



This chart shows that age is a good example. The unemployment rate among young people in Chad is nearly twice as high as that of adults. This rate tends to increase for the 15–30 age group. Because certain groups of people enter the labor market early.

Gender is a second factor contributing to the high unemployment rate in Chad. Women with college degrees are more likely to be unemployed than men.

Furthermore, female graduates from 2009 to 2022 had an unemployment rate of 48.8% and chose to stop looking for work in order to take care of their households (Boudarbat, 2007).

A Tutor's occupation is another microeconomic factor that explains the high unemployment rate among recent college graduates, as the children of senior executives are less likely to be unemployed than others.

Educational attainment also affects the unemployment rate. The higher the level of education, the greater the likelihood of becoming unemployed, because the Chadian labor market is unable to absorb a skilled workforce.

The field of study also influences the unemployment rate, as some fields offer better prospects for employment than others. Furthermore, a lack of work experience appears to be a significant factor in the situation of graduates, who are looking for jobs to gain experience. As long as they cannot find a job and gain practical experience, they will always be seen as “lacking experience.” It is a vicious cycle. No one wants to hire them because they lack experience, and they have no opportunities to make up for that lack.

Despite the authorities' efforts, the country's economic growth rate remains insufficient to reduce the high unemployment rate among young graduates. Economic growth is too slow to create enough jobs to meet demand. The average salary in the civil service is four times higher than GDP per capita.

Rapid population growth in Chad has limited the growth of per capita income. Furthermore, the significant increase in the labor supply, linked to population growth, has only exacerbated unemployment among young graduates (Agénor and El Aynaoui, 2003).

CONSEQUENCES OF UNEMPLOYMENT IN CHAD

Unemployment has many consequences. Because of the high unemployment rate, recent graduates are losing confidence in public authorities and the university system. It is essential to restore confidence and hope among recent graduates. Why pursue higher education if it is not possible to find a decent job afterward (Kasriel, 2005).

This creates feelings of isolation and exclusion among the unemployed. According to Kasriel, there are two levels of exclusion: the specific or individual level, and the overall level. The unemployed are considered “socially useless.” They are, in fact, people

This category includes not only unemployed recent graduates but also anyone who does not contribute to the country’s economic growth. Although this classification is unofficial, it affects the morale of young unemployed people. Furthermore, the parents of

[4] **Source:** compilations by the various authors cited above

graduates are also losing confidence in the educational system. They no longer believe in either its content or its purpose.
Another cause is rural exodus, which has also worsened. Due to their prolonged unemployment, young graduates have no choice but to move to cities that offer jobs. They therefore prefer to try their luck elsewhere (Kasriel, 2005).
This migration is, in fact, one of the factors explaining the existing tensions in the labor market.
The presentation of the empirical results of our survey reveals the following data
The issue of employment is, above all, an issue that affects young people, particularly those entering the labor market for the first time.

THE ECONOMETRIC ANALYSIS EXAMINES THE FACTORS THAT DETERMINE EMPLOYMENT ACCESS AMONG RECENT GRADUATES OF THE UNIVERSITY OF MOUNDOU.

The objective of our study is to identify, after graduation particularly from a bachelor's degree program the factors that facilitate or hinder access to employment for young graduates of the University of Moundou. To achieve this, we selected several variables such as age, graduation year, field of study, and the graduate's guardian's occupation and then conducted a test to determine the degree of correlation between these variables using bivariate analysis. This allowed us to determine whether these variables were interrelated and whether they exerted a reciprocal influence on one another.

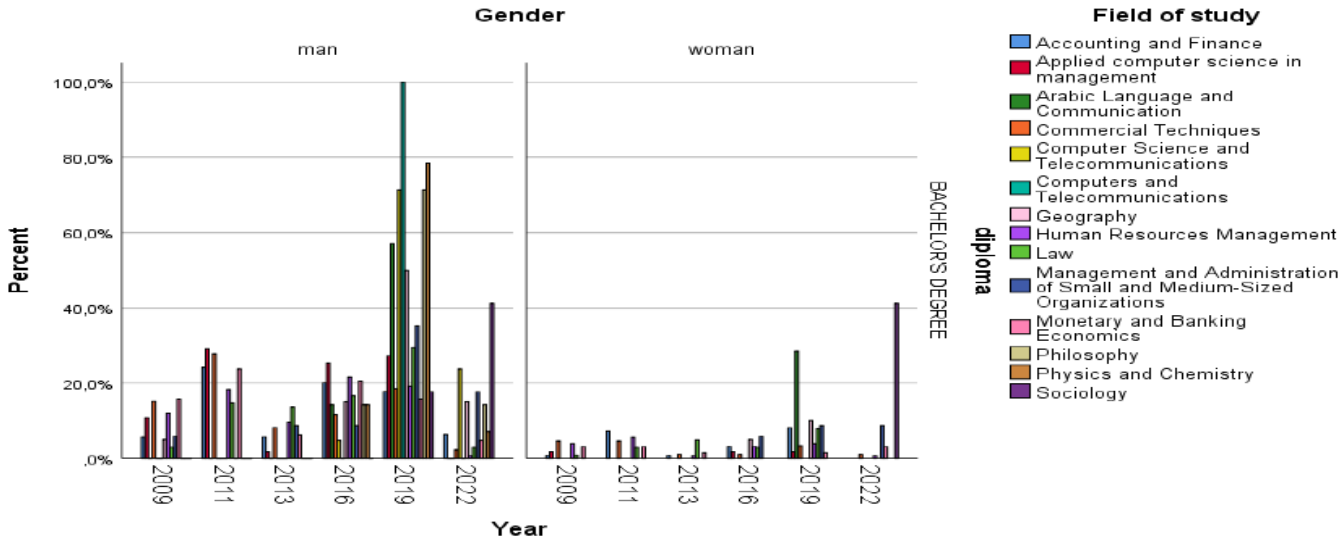
PRESENTATION OF RESULTS

The higher your degree, the less likely you are to find a job. According to our survey, employers prefer candidates with a bachelor's degree. One possible explanation is that recent graduates with advanced degrees demand higher salaries and refuse to perform certain tasks. This increases the unemployment rate among those with the highest levels of education.

Table 1: below shows the University's survey respondents by gender

University of Moundpu Gender		
Gender		Total
Man	Woman	
570	113	683
83,50%	16,50%	100,00%

In our sample of 683, we see that men account for 83.50% and women for 16.50%



In this **table 2** above, we have presented our respondents along with their years of undergraduate study and gender.

	Gender		Total
Year	Man	Woman	
2009-2012	192	40	232
2013-2016	274	48	322
2019-2022	103	26	129
Total	569	114	683

Of the 683 cases from 2009–2012, 192 were men and 40 were women; from 2013–2016, 274 were men and 48 were women; and from 2019–2022, 103 were men and 26 were women.

Table 3 below shows the observed distribution (by gender and the means by which respondents obtained their jobs) (Count), the theoretical/expected counts under the assumption of independence (Expected Count), and the residuals (Residual = Observed - Expected).

Gender and Find a job through a tutor Crosstabulation							
			Find a job through a tutor				Total
			Contract employee	Government employee	Salaried	Through my personal connection	
Gender	Man	Count	124	259	110	76	569
		Expected Count	119,1	257,4	113,3	79,1	569
		Residual	4,9	1,6	-3,3	-3,1	
	Woman	Count	19	50	26	19	114
		Expected Count	23,9	51,6	22,7	15,9	114
		Residual	-4,9	-1,6	3,3	3,1	
Total		Count	143	309	136	95	683
		Expected Count	143	309	136	95	683

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2,574[a]	3	0,462
Likelihood Ratio	2,590	3	0,459
N of Valid Cases	683		
a. 0 cells (0,0%) have expected count less than 5. The minimum expected count is 15,86.			

The independence test (Pearson's chi-square) tells us that:
• Null Hypothesis (H_0): Gender and the means by which the respondent found the job through their mentor are independent.
• Alternative Hypothesis (H_1): There is a significant association between gender and the type of job obtained.
Furthermore, the calculated chi-square value is 2.574 with 3 degrees of freedom. The associated p-value (asymptotic significance) is $p = 0.462$. Since this is significantly greater than the standard threshold of $\alpha = 0.05$ (5%), we cannot reject the null hypothesis (H_0).
We found that: Pearson's chi-square test yields a value of 16.267 ($df = 12$, $p = 0.179$). Since the p-value is greater than 0.05, there is no statistically significant relationship between age and the methods used to find a job at the 5% significance level. Age does not systematically determine how individuals find a job within the studied population.

Symmetric Measures			
		Value	Approximate Significance
Nominal by Nominal	Phi	0,061	0,462
	Cramer's V	0,061	0,462
N of Valid Cases		683	

In this regard, both Cramer's Phi and V coefficients are 0.061. On a scale from 0 (no relationship) to 1 (perfect relationship), the value of 0.061 confirms the near-total absence of any practical or meaningful relationship between the candidate's gender and the type of job found through a sponsor or mentor.
The chi-square test value of 0,462 is greater than 0.05. This indicates that there is no relationship between gender and the type of employment obtained. We find that women are less likely to secure employment than men. This confirms our first research hypothesis. Women who graduate from the University of Moundou are therefore more likely to be unemployed than men, all other things being equal. The following reasons may explain this: discrimination in hiring, the fact that some women prefer to stay at home rather than accept just any job, or the fact that employers hold irrational biases against women. For example, if women are viewed as "secondary workers" and men as the primary financial providers for the family, then women's employment would be considered less of a priority than men's.

In this **figure 4** below, we have cross-tabulated age, and the ways in which respondents obtained employment.

Age and Find a job through a tutor Crosstabulation							
			Find a job through a tutor				Total
			Contract employee	Government employee	Salaried	Through my personal connection	
Age	27-30	Count	1	17	3	4	25
		Expected Count	5,2	11,3	5	3,5	25
		Residual	-4,2	5,7	-2	0,5	
	31-34	Count	17	32	17	8	74
		Expected Count	15,5	33,5	14,7	10,3	74
		Residual	1,5	-1,5	2,3	-2,3	
	35-38	Count	57	132	46	34	269
		Expected Count	56,3	121,7	53,6	37,4	269
		Residual	0,7	10,3	-7,6	-3,4	
	39-42	Count	30	65	28	25	148
		Expected Count	31	67	29,5	20,6	148
		Residual	-1	-2	-1,5	4,4	
	40-43	Count	38	63	42	24	167
		Expected Count	35	75,6	33,3	23,2	167
		Residual	3	-12,6	8,7	0,8	
Total		Count	143	309	136	95	683
		Expected Count	143	309	136	95	683

Statistical Measure	**Value**	**Degrees of Freedom (df)**	**Asymptotic Sig. (2-sided)**	Decision
Pearson Chi-Square	16.267	12	0.179 (p > 0.05)	
Likelihood Ratio	17.690	12	0.126 (p > 0.05)	
N of Valid Cases	683	—	—	

Nominal Measure	**Value**	**Approximate Significance**	Decision
Phi Coefficient (φ)	0.154	0.179	
Cramer's V	0.089	0.179	

Interpretation and Analysis by Subgroups

Overall Breakdown of Job Search Channels:

Across the entire sample (N = 683), employment in the civil service is by far the most common route, with 309 people (45.2%). Contract work comes in second place with 143 people (20.9%), followed closely by salaried positions with 136 people (19.9%). Finally, personal connections account for the smallest share, with only 95 people (13.9%).

Analysis of Residual Deviations:

Although no overall statistical significance was reached (p = 0.179), certain age subgroups show slight local deviations:

• 27–30 age group: shows higher representation in civil service positions (observed = 17 vs. expected = 11.3; residual = +5.7) and a lower proportion of contract jobs (observed = 1 vs. expected = 5.2; residual = -4.2).

• 35–38 age group: shows a positive residual in civil service positions (+10.3) and a lower proportion of salaried jobs (-7.6).

• Age group 40–43: shows a higher rate of salaried employment (observed = 42 vs. expected = 33.3; residual = +8.7) and a lower rate of hiring in the civil service (observed = 63 vs. expected = 75.6; residual = -12.6).

3. Evaluation of Statistical Validity & Assumptions:

• Expected Frequency Rule: Pearson's Chi-Square test standard requirement is that no more than 20% of cells have expected counts < 5. In this dataset, only 2 out of 20 cells (10.0%) fall below 5 (minimum expected count is 3.48 in the 27–30 category). Therefore, the test assumption is fully satisfied, ensuring high validity.

• Effect Size Magnitude: Cramer's V = 0.089 indicates a negligible to very weak relationship between age and job channel.

A cet âge exact, 31 (N = 22) de Pearson Chi-Deux = 9,264 (df = 2, p = 0,010). Le test nous indique qu'il y a une relation significative entre l'âge et le travail obtenu., car 0,05> à p = 0,014.

A cet l'âge 37 (N = 88) de Pearson Chi-Deux = 15,398 (df = 5, p = 0,009, le test nous informe qu'il y a une forte relation significative entre l'âge et le travail obtenu. Car 0,05>0,009.

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Age	683	27	43	37,40	3,258
Valid N (listwise)	683				

The average duration of employment is 37 years, the minimum duration is 27 years, and the maximum duration is 43 years.

Figure 4: Interpretation

We found that a graduate's age was positively correlated with employment. The older a graduate is, the more likely they are to find a job. Age therefore increases the chances of finding employment. We found that the older a graduate is, the more likely employers are to perceive them as having experience. Age is a factor that appears to increase the likelihood of finding employment for young graduates, as it may be associated with greater experience or maturity. In Chad, this may be due to the fact that young graduates have children and are not demanding when it comes to salary. We also observed that access to employment is facilitated by the occupation of the graduate's guardian. Graduates whose guardian is a civil servant, an employee, or a contract worker or who has strong personal connections are more likely to find a job than graduates whose guardian is a farmer, a tailor, or unemployed. Possible reasons include, among others, the fact that guardians are financially well-off or hold higher-level positions. Graduates' parents are more likely to provide their children with a good higher education and, thanks to their network of contacts and influence, to secure a good job for their child.

This **table 5** below presents a statistical analysis of a cross-tabulated dataset examining the relationship between graduates' or a personal connection divided into four distinct categories: contract employee, civil servant, personal connection, and salaried fields of study (13 academic disciplines) and the methods they used to find employment through a mentor employee.

Field of study and Find a job through a tutor Crosstabulation							
			Find a job through a tutor				
			Contract employee	Government employee	Salaried	Through my personal connection	Total
field of study	Accounting and Finance	Count	26	56	23	19	124
		Expected Count	26,0	56,1	24,7	17,2	124,0
		Residual	0,0	-0,1	-1,7	1,8	
	Applied computer science in management	Count	15	19	15	6	55
		Expected Count	11,5	24,9	11,0	7,7	55,0
		Residual	3,5	-5,9	4,0	-1,7	
	Arabic Language and Communication	Count	2	4	0	1	7
		Expected Count	1,5	3,2	1,4	1,0	7,0
		Residual	0,5	0,8	-1,4	0,0	
	Commercial Techniques	Count	18	31	19	18	86
		Expected Count	18,0	38,9	17,1	12,0	86,0
		Residual	0,0	-7,9	1,9	6,0	
		Count	7	6	5	4	22

	Computer Science and Telecommunications	Expected Count	4,6	10,0	4,4	3,1	22,0
		Residual	2,4	-4,0	0,6	0,9	
	Geography	Count	2	14	3	1	20
		Expected Count	4,2	9,0	4,0	2,8	20,0
		Residual	-2,2	5,0	-1,0	-1,8	
	Human Resources Management	Count	20	67	21	17	125
		Expected Count	26,2	56,6	24,9	17,4	125,0
		Residual	-6,2	10,4	-3,9	-0,4	
	Law	Count	22	51	17	12	102
		Expected Count	21,4	46,1	20,3	14,2	102,0
		Residual	0,6	4,9	-3,3	-2,2	
	Management and Administration of Small and Medium-Sized Organizations	Count	3	19	7	5	34
		Expected Count	7,1	15,4	6,8	4,7	34,0
		Residual	-4,1	3,6	0,2	0,3	
	Monetary and Banking Economics	Count	15	21	21	6	63
		Expected Count	13,2	28,5	12,5	8,8	63,0
		Residual	1,8	-7,5	8,5	-2,8	
	Philosophy	Count	2	8	3	1	14
		Expected Count	2,9	6,3	2,8	1,9	14,0
		Residual	-0,9	1,7	0,2	-0,9	
	Physics and Chemistry	Count	5	5	1	3	14
		Expected Count	2,9	6,3	2,8	1,9	14,0
		Residual	2,1	-1,3	-1,8	1,1	
	Sociology	Count	6	8	1	2	17
		Expected Count	3,6	7,7	3,4	2,4	17,0
		Residual	2,4	0,3	-2,4	-0,4	
Total		Count	143	309	136	95	683
		Expected Count	143,0	309,0	136,0	95,0	683,0

Test / Statistic Metric	**Value**	**df**	**Asymptotic Sig. (p-value)**
Pearson Chi-Square (χ^2)	45.237	36	0.139 ($p > 0.05$)
Likelihood Ratio (G^2)	47.099	36	0.102 ($p > 0.05$)
Phi Coefficient (φ)	0.257	-	0.139
Cramer's V	0.149	-	0.139
Total Valid Cases	683	-	-

Our results show that:

• Pearson's chi-square test: $\chi^2 = 45.237$, df = 36, p = 0.139

• Likelihood ratio: $\chi^2 = 47.099$, df = 36, p = 0.102

• Strength of association: Cramer's V = 0.149, Phi = 0.257

Key observations: At the standard 5% significance level ($\alpha = 0.05$), $p > 0.05$. Therefore, we cannot reject the null hypothesis. There is no statistically significant relationship between a student's field of study and how they find employment.

Testing the Hypotheses

Both Pearson's chi-square test (p = 0.139) and the likelihood ratio test (p = 0.102) consistently indicate that the results are not statistically significant.

Key Discipline-Specific Behavioral Insights

Our study showed that, while global hypothesis tests indicate general independence, an analysis of specific cell residuals reveals marked trends in career paths.Monetary and Banking Economics: Exhibits a high preference for Salaried Employment (+12.2 residual; 21 observed vs 8.8 expected), while showing lower placement in Government roles (-7.5 residual).

Applied Computer Science in Management: Shows heavy reliance on Personal Connections (+7.3 residual; 15 observed vs 7.7 expected) and Contract Work (+7.5 residual), with minimal direct conversion into Salaried roles (-9.0 residual).

Human Resources Management: Represents the largest single source of Government recruitment (67 observed vs 56.6 expected; +10.4 residual), establishing public administration as its primary job destination.

Geography: Displays a high proportion in Government positions (14 observed vs 9.0 expected; +5.0 residual).

Law & Commercial Techniques: Law heavily supplies Government employment (51 observed vs 46.1 expected), whereas Commercial Techniques trends toward Salaried (+6.0 residual) and Personal Networks (+1.9 residual).

DISCUSSIONS

Jobs remain scarce, and a degree is an asset that facilitates entry into the workforce and the job search, as it represents an investment in human capital. However, some 27-year-old college graduates face difficulties finding a job. This imbalance drives some of them to accept jobs that are below their qualifications and less prestigious than their degree might have led them to expect. Indeed, jobs in public institutions, private companies, or NGOs require a degree; without one, it is impossible to secure such positions. In general, these jobs require skills, qualifications, and a high level of knowledge appropriate to the position, and they pay significantly better than other jobs. This is why most young people pursue higher education.

Extending young people's education to reduce unemployment is not a solution. On the one hand, employment levels depend on many factors other than people's level of education. On the other hand, what matters are their qualifications, skills, and knowledge not just their level of education. Pursuing purely quantitative goals can be misleading if, at the same time, the quality of education declines. This requires allocating additional public funds to education, even though other public policies might be more effective.Indeed, research shows that when people are encouraged to stay in school longer, it is the most privileged who benefit. Our research has revealed that some guardians, from affluent socioeconomic backgrounds, provide their children with the means and an environment conducive to preparing for a promising career and increasing their chances of finding a job in the labor market. They provide financial support for a range of resources designed to facilitate their children's professional success. In contrast, those who lack the necessary means leave recent graduates at the mercy of chance.

CONCLUSION

Examining employment access for recent graduates of the University of Moundou may seem overly simplistic. Indeed, jobs are highly diverse, and the factors that influence employment access vary from one type of job to another. In Chad, many households consist of more than 11 people dependent on a single breadwinner, which reduces young people's chances of finding employment. A degree is all the less of a guarantee given that competition among graduates is fierce, while the number of available positions is not growing as quickly. The high unemployment rate among young graduates reduces the value at which they can command on the labor market. Yet employers are increasingly seeking out graduates, as they require their employees to perform more complex tasks that demand knowledge and mastery of new technologies. They expect them to increase their productivity, meet ever-higher goals, take initiative, adapt to change, and so on. Yet today, few employees hold jobs related to their education. Given the uncertainty of the future, it would be wiser to equip everyone with a solid foundation of knowledge, qualifications, technical skills, and interpersonal skills in order to meet the needs of the labor market. In summary, our study shows that in Chad, the chances of finding a job do not depend solely on a degree other.

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This document is a questionnaire designed to gather information from recent graduates of the University of Moundou (Chad).
It covers topics such as the year of graduation, age, gender, field of study, and the ways in which graduates secured employment. The objective is to assess the number of graduates from the University of Moundou who have access to employment in Chad. Responses to this questionnaire are anonymous.

1- In what year did you graduate??
Specfied: ……
2- How old are you right now??
A préciser :……
3- You are: a man☐ femme ☐
4- What is your field of study??
A préciser : ……..
5- Through whom did you get the job, and what is your mentor's position?
à préciser :…….