



**BARRIERS TO YOUTH ENTREPRENEURSHIP IN N'DJAMENA,
CHAD**

BY

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ABSTRACT

Entrepreneurship is widely acknowledged as an effective means of reducing poverty, creating employment, and promoting economic empowerment at the individual, family, and community levels. Although the country is endowed with abundant natural resources, rates of unemployment among the youth of Chad remain alarmingly high. The main objective of this study was to determine the factors which militate against the youth engaging in entrepreneurial activities in N'Djamena, the capital city of Chad.

A random sample 150 young Chadian entrepreneurs was selected from a research population which comprised all of the young entrepreneurs in N'Djamena who were registered on the databases of the FONAJ, a national fund which provides financial support to young entrepreneurs in Chad, and the Trade and Personal Property Credit Register (TPPCR) of Chad. The sample size was calculated according to a formula which is widely acknowledged as being appropriate for quantitative studies and 110 potential respondents to the survey questionnaire from which the data were obtained were selected from the former database and 40 from the latter. A letter of consent was obtained from the Ministry of Culture, Youth, and Sports to collect data in N'Djamena and the researcher provided an assurance that all of the information which the participants provided would be treated as strictly confidential and that the participants would remain anonymous.

The findings of the study revealed that young entrepreneurs in Chad were faced with obstacles such as a lack of funding, a lack of support from the government for SMEs, and lack of encouragement and financial support from their families. Although there are programmes to assist young entrepreneurs, it was evident from the findings that many experience great difficulty in ensuring the success and sustainability of their businesses. Consequently, they still require additional support with respect to funding, equipment, and assistance and encouragement from their families, financial institutions, and the government, in order to achieve success in their businesses. The thesis concludes with appropriate recommendations for both the government and the young entrepreneurs of N'Djamena to provide relevant insights into how the youth can best be integrated into the entrepreneurial sector in the interests of combating unemployment and enabling them to make a meaningful contribution to the growth of the national economy.

Key words: Entrepreneurship, barriers, youth entrepreneurship.

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DEDICATION

I dedicate my dissertation and research to my beloved family and many friends.

Table of contents

DECLARATION	i
ABSTRACT	ii
ACKNOWLEDGEMENTS	iii
DEDICATION	iv
GLOSSARY	xi
CHAPTER ONE: INTRODUCTION AND BACKGROUND	1
1.1. Introduction and background to the study	1
1.2. Statement of the research problem	3
1.3. Main objective of the study	4
1.3.1. Sub-objectives of the study	4
1.4. Research questions	4
1.4.1. Main research question.....	5
1.4.2. Research sub-questions	5
1.5. Significance of the study	5
1.6. Delineation of the study.....	6
1.7. Research methodology and design	6
1.7.1. Research design	7
1.7.2. Research population	7
1.7.3. Sampling and sample size	7
1.7.4. Designing the survey questionnaire	8
1.7.5. Methods employed to collect the data	9
1.7.6. Analysis of the data	9
1.8. Ethical considerations.....	9
1.9. Anticipated benefits from conducting the study and contributions which the findings could make.....	10
1.10. Outline of the thesis	10
1.11. Conclusion	11
CHAPTER TWO: LITERATURE REVIEW	12
2.1. Introduction	12
2.2. Entrepreneurship	12
2.3. The crucial role of entrepreneurship	13
2.4. Definitions of entrepreneurial ventures and small businesses	14
2.5. Entrepreneurs and attributes of entrepreneurs	14
2.5.1. Towards a definition of an entrepreneur	14
2.5.2. Common attributes of entrepreneurs.....	15
2.6. Youth entrepreneurship.....	16
2.7. The three developmental phases of young entrepreneurs	17

2.8. Factors which encourage entrepreneurship.....	18
2.8.1. Economic factors.....	18
2.8.2. Motivational factors.....	19
2.8.3.2. The influence of families.....	20
2.8.3.3. Financial conditions.....	20
2.9. The influence of pull and push factors on entrepreneurship.....	20
2.9.1. Entrepreneurship as a consequence of necessity: push factors.....	23
2.9.2. Entrepreneurship as a response to perceived opportunities: pull factors.....	23
2.10. Barriers and obstacles which impede the emergence of young entrepreneurs in Chad.....	23
2.10.1. Startup and expansion capital.....	27
2.10.2. A lack of interest among the youth in careers in entrepreneurship.....	27
2.10.3. Awareness of initiatives which support the launching of entrepreneurial ventures.....	27
2.11. The development of entrepreneurship in developing countries.....	27
2.12. Conclusion.....	28
CHAPTER THREE: RESEARCH METHODOLOGY.....	30
3.1. Introduction.....	30
3.2. Research design.....	30
3.3. Research population.....	30
3.4. Sampling techniques and sample size.....	31
3.5. Unit of analysis.....	31
3.6. The design of the survey questionnaire.....	32
3.7. Reliability and validity.....	33
3.8. The process of collecting the data.....	34
3.9. Analysis of the data.....	35
3.10. Ethical considerations.....	35
3.11. Background to the country in which the study was conducted: Chad.....	36
3.12. Conclusion.....	38
CHAPTER FOUR: PRESENTATION AND DISCUSSION OF THE FINDINGS.....	39
4.1. Introduction.....	39
4.2. Descriptive statistics.....	39
4.2.1. Demographic profiles.....	39
4.2.2. Information pertaining to the businesses of the participants.....	41
4.2.2.1. The periods for which businesses of the participants had been in operation.....	41
4.2.2.2. The ease with which businesses can be registered in N’Djamena.....	42
4.2.3. Obstacles with which the participants were faced at the time of the conducting of the study.....	43
4.2.4. Obstacles encountered by the participants.....	44
4.2.4.1. Participants who received support from the FONAJ.....	44

4.2.4.1.1. A lack of adequate financial support.....	44
4.2.4.1.2. A lack of following up by the FONAJ.....	45
4.2.4.1.3. A lack of sustainable markets	45
4.2.4.1.4. A lack of support from the families of young entrepreneurs	45
4.2.4.2. Participants who had registered their companies with the TPPCR.....	46
4.2.4.2.1. A lack of skills in business management	46
4.2.4.2.2. High interest rates and the difficulty which obtaining bank loans entails	47
4.2.4.2.3. A lack of electricity and access to the internet.....	47
4.2.4.2.4. A lack of information	47
4.2.4.2.5. A lack of financial resources.....	48
4.2.5. The role of youth entrepreneurship in the national economy	48
4.2.6. Increasing numbers of young entrepreneurs in N’Djamena	49
4.2.7. Entrepreneurship can reduce rates of unemployment and crime and alleviate poverty.....	50
4.2.8. A lack of entrepreneurial ideas and creativity impedes the growth of entrepreneurship.....	51
4.2.9. A lack of capital represents a great obstacle to launching entrepreneurial ventures	52
4.2.10. Fear of failure discourages many young people from attempting to start and run their own businesses.....	53
4.2.11. The government makes a substantial investment in youth entrepreneurship.....	54
4.2.12. Young Chadians are aware of the support for entrepreneurial activities which is available from the government.....	56
4.2.13. The youth have easy access to support from the government.....	57
4.2.14. A lack of support from banks exerts a negative influence upon entrepreneurship in N’Djamena	57
4.2.15. A lack of access to the internet impedes the growth of entrepreneurship in N’Djamena.....	58
4.2.16. Young Chadians have a passionate interest in entrepreneurship	59
4.2.17. Education and training in entrepreneurship can motivate young people to start their own businesses.....	60
4.2.18. Opportunities in the marketplace are plentiful in N’Djamena	61
4.2.19. The poor state of the economic environment as a detrimental effect upon the growth of entrepreneurship among the youth in N’Djamena	63
4.2.20. The high cost of requisite resources makes it difficult to run a business successfully	64
4.3. Conclusion.....	65
CHAPTER FIVE: CONCLUSIONS AND RECOMMENDATIONS	66
5.1. Introduction.....	66
5.2. The findings in relation to the sub-objectives of the study	66
5.2.1. Sub-objective 1.....	66
5.2.2. Sub-objective 2.....	67
5.2.3. Sub-objective 3:	67
5.3. Recommendations	67

5.3. Conclusion.....	69
APPENDICES.....	81
Appendix A : Questionnaire : Le questionnaire.....	81
Appendix B: Letter of consent	90
Appendix C: Ethical clearance certificate.....	91
Appendix D: Memorandum of understanding	91
Appendix E: Similarity report	91

LIST OF TABLES

Table 4.1: Demographic profiles of the participants.....	39
Table 4.2: Obstacles encountered by the participants who received support from the FONAJ	44
Table 4.3: Obstacles encountered by the participants who had registered their businesses with the TPPCR.....	46

LIST OF FIGURES

Figure: 2.1.: Push and pull factors which encourage entrepreneurship (Adapted and modified from Nieman & Nieuwenhuizen, 2014.....	22
Figure 4.1: Periods for which the businesses of the participants had been in operation.....	41
Figure 4.2: Responses of the participants who received support from the FONAJ	42
Figure 4.3: Responses of the participants who had registered their businesses with TPPCR	42
Figure 4.4: Perceptions of the participants concerning whether they were faced with obstacles in the running of their businesses	43
Figure 4.5: The role of youth entrepreneurship in the national economy	49
Figure 4.6: Responses to the statement ‘Numbers of young entrepreneurs in N’Djamena are increasing’	49
Figure 4.7: Responses of the participants concerning the potential of entrepreneurship to reduce rates of unemployment and crime and alleviate poverty	51
Figure 4.8: A lack of entrepreneurial ideas and creativity impede the growth of entrepreneurship..	52
Figure 4.9: A lack of capital represents a great obstacle for young entrepreneurs	53
Figure 4.10: Fear of failure discourages many young people from attempting to start and run their own businesses	54

Figure 4.11: The government makes a substantial investment in youth entrepreneurship	55
Figure 4.12: Young Chadians are aware of the support for entrepreneurial activities which is available from the government.....	56
Figure 4.13: The youth have easy access to support from the government for entrepreneurial activities	57
Figure 4.14: A lack of support from banks exerts a negative influence upon entrepreneurship in N'Djamena	58
Figure 4.15: A lack of access to the internet impedes the growth of entrepreneurship in N'Djamena	59
Figure 4.16: Young Chadians have a passionate interest in entrepreneurship.....	60
Figure 4.17: Education and training in entrepreneurship can motivate young people to start their own businesses	61
Figure 4.18: Opportunities in the marketplace are plentiful in N'Djamena	62
Figure 4.19: The poor state of the economic environment has a detrimental effect upon the growth of entrepreneurship among the youth in N'Djamena.....	63
Figure 4.20: The high cost of requisite resources makes it difficult to run a business successfully..	64

DEFINITIONS OF RELEVANT TERMS AND CONCEPTS

➤ **Entrepreneurship**

Morris (1998) characterises entrepreneurship as an attribute which individual workers and teams draw upon in order to create value by making use of resources in unique ways to exploit opportunities in the markets which they have identified.

➤ **Youth**

According to the definition of youth of the African Youth Charter (2006), which Chad has ratified, the youth of nations are citizens from 15 to 35 years of age. By contrast, in the report of 2015 of the Global Entrepreneurship Monitor (GEM) which is titled 'Future potential: A GEM perspective on youth entrepreneurship', youth is defined as comprising people from 18 to 34 years of age. Consequently, it can be concluded that although there is no universally agreed upon age range for youth, the term is generally understood to refer to people whose ages range from their mid- to late teens to no older than 35 years.

➤ **Youth entrepreneurship**

'Youth entrepreneurship' is a relatively recently coined term, which Chigunta (2002) characterises as entailing the successful application by young people of creativity, originality, and willingness to take risks in particular business environments by making optimal use of appropriate and useful skills. From a slightly different standpoint, it also concerns the development of entrepreneurial attitudes, skills, and opportunities by young people, from their high school years and also throughout their young adulthood.

➤ **Barriers**

The definition which Oxford Dictionary (2010) provides for the figurative use of the term 'barrier' characterises it as an obstacle to communication, understanding, or progress. In the context of this study, barriers are factors which impede the development and emergence of youth entrepreneurship in N'Djamena in Chad.

➤ **Challenges**

According to the Oxford Dictionary (2010) a challenge is a difficult task which tests the ability and skill of individual people or groups. For the purposes of this study, challenges which need to be overcome arise as a consequence of the factors which impede the development and emergence of youth entrepreneurship in N'Djamena in Chad.

GLOSSARY

Acronym or abbreviation	Meaning
ECA	United Nations Economic Commission for Africa
DCs	Developing countries
CIA	Central Intelligence Agency
CCIAMC	Chamber of Commerce, Industry, Agriculture, Mines, and Crafts
GEM	Global Entrepreneurship Monitor
ILO	International Labour Organisation
SMEs	Small and medium-sized enterprises
TPPCR	Trade and Personal Property Credit Register
UN	United Nations
YBI	Youth Business International

CHAPTER ONE: INTRODUCTION AND BACKGROUND

1.1.Introduction and background to the study

This study takes the form of an investigation and evaluation of the barriers which impeded the success and emergence of youth entrepreneurship in N'Djamena, the capital city of Chad, particularly with respect to the obstacles which young Chadians encounter in endeavouring to start their own businesses. The most severe obstacles which impede their entry into the economy as entrepreneurs stem from a general lack of infrastructure and financial support from the government.

The findings of the survey on consumption levels and the informal sector in Chad (Enquête sur la consommation et le secteur informel au Tchad), which the Economic Community of Central African States (ECOSIT) conducted in 2014, revealed that the population was predominantly young, with an estimated 70 percent being from 15 to 25 years of age. Despite the existence of a large potential workforce, the rate of unemployment and underemployment are high, with an estimated national average of 42 percent, which is comprised of 43 percent in rural and 36 percent in urban areas. Graduates account for 16.8 percent of unemployed people, as opposed to school dropouts (4%) or illiterate people (1.2 %). These estimates reveal that graduates are often less likely to find employment than either school dropouts or people who are illiterate.

Chad is one of the developing countries in Africa which has an oil-based economy and of the order of 60 percent of its revenue is generated by the petroleum industry. Nevertheless, a lack of infrastructure to support the emergence of businesses and encourage entrepreneurial activity among the youth effectively renders them powerless in the face of poverty, a state of affairs which is reflected in high rates of robbery, violence, prostitution, and suicide. Although a coordinated and concerted commitment on the part of the Chadian government would play a crucial role in empowering young Chadians to contribute to the national economy through youth entrepreneurship, Chad has been faced with an economic crisis since 2015, owing to the decreasing oil prices in global markets. As a direct consequence, the government has elected to limit public spending until 2019. Even though, the decision has served to fuel the anxiety of many young people, the crisis could have the beneficial effect of driving increasing numbers of young people from the public sector, which is dependent on the revenue which petroleum sales generates, and encouraging them to start their own businesses in the private sector. As Benzing, Chu, and Kara (2009) explain, two categories of factors, namely push factors and pull factors, can influence people to become entrepreneurs.

Push factors such as being unemployed and pressure from their families appear to exert a greater influence in motivating many Chadian young people to venture into entrepreneurship than pull factors. During the previous century, entrepreneurship became widely acknowledged among researchers as a driving factor in the development of the economies of many countries. Schumpeter (1934) characterises entrepreneurship as a driving force of innovation and an engine which powers economic development. Consequently, it is possible to conclude that not only does it make a crucial contribution to economic development, but that it also has almost unlimited potential for contributing to eliminating the socioeconomic problems which erode the social fabric of individual countries. While Nieman and Nieuwenhuizen (2014) describe entrepreneurship in terms of the emergence and growth of new businesses, Rae (2007) emphasises its role in alleviating poverty and creating employment as a means of facilitating the achieving of economic freedom at both the personal and community levels.

By contrast, the Global Entrepreneurship Monitor (GEM) defines entrepreneurship as any effort which promotes the formation of new business enterprises, the launching of new business ventures, or the development of existing business enterprises (Bosma, Wennekers & Amorós, 2012). The GEM monitors entrepreneurial activity throughout the world, in both developed and developing countries. Its principal objectives are to measure, evaluate, and report on the levels of entrepreneurship in the countries, and also to make meaningful comparisons of levels of entrepreneurship among different countries. In addition, the GEM estimates the total entrepreneurial activity (TEA) of each country on the basis of the data which it gathers during the course of each year.

As unemployment among the youth has become a central concern for the economies of countries throughout the world, some governments have endeavoured to encourage entrepreneurship by generating funds and developing appropriate infrastructure for young entrepreneurs. Recently, developing entrepreneurial opportunities for the youth has been prioritised by the Chadian government, in the form of supporting private initiatives like FONAJ, through measures such as making funds available to young entrepreneurs through improving their access to banking resources. Apart from having access to adequate funding to start their businesses, potentially successful entrepreneurs need to possess specific characteristics, such as strong motivation towards achievement, having control over the consequences of their actions, becoming financially independent, and achieving specific goals. In addition, they need to be prepared to take risks, to be innovative and creative, to have leadership qualities and the ability to achieve and maintain rapport with people, and to have positive attitudes and unshakable determination (Nieman & Nieuwenhuizen, 2014).

By contrast, the Chadian government has achieved little with respect to promoting entrepreneurship among the youth of the country and a great deal needs to be done to combat the social ill which high levels of unemployment and underemployment among the youth represent. It is widely acknowledged

that unemployment has severe negative implications not only for the youth, but also for the socioeconomic development of the country as a whole. For the youth of Chad, achieving self-sufficiency through employing themselves in successful entrepreneurial enterprises is made more difficult than it might be in many other countries, as a consequence of the influence of sociocultural factors, which constitute one of the principal concerns of this thesis.

1.2. Statement of the research problem

Unemployment and underemployment cloud the futures of young people throughout the world to a steadily increasing extent, owing to the levels of experience and the skills which prospective employers in modern technological societies require. It is also widely acknowledged that the problem of unemployment among the youth is prevalent in both developed and developing countries. The effects of high rates of unemployment have complex economic, social, and moral implications and require appropriate responses from the governments of individual countries with respect to the formulation and implementation of policies to ensure sustainable futures for their populations.

An estimated 47 percent of Chadians live below the breadline at present, it is predicted that the financial and economic crisis could further aggravate levels of poverty by 2019. In addition, according to the World Bank, 10.17 percent of the active youth in the world were unemployed in 2017. The youth of Chad are effectively marginalised with respect to state policies and they are not allocated a role to play in the socioeconomic development of the country. Despite the fact that the government has endeavoured to promote entrepreneurship among young people by generating funds, its commitment remains very low by comparison with other countries in Africa. While the industrial sector in Chad makes a significant contribution to the GDP, the benefits are not felt by young Chadians, owing to their effective exclusion from economic activity. Consequently, enabling them to assume entrepreneurial roles in the economic development of the country could provide the youth with meaningful opportunities to enter the labour market and also to play a correspondingly meaningful role in combating the economic crisis which has ravaged the country in recent years.

At present, insufficient entrepreneurial support from the government serves to hinder the emergence of an entrepreneurial spirit among the young and to perpetuate high levels of unemployment, social unrest, and poverty. Some determined young Chadians endeavour to become self-employed and financially independent by trying to start their own businesses, but their ambitions encounter a multitude of obstacles. As a consequence, some young people leave their home country to settle in another, in the hope of finding a better life, while others join the opposition political parties in order to express their discontent and fight for their rights. At present, the immense potential for entrepreneurship to lower rates of unemployment, thereby contributing to reducing levels of poverty, violence, and criminal activity remains largely untapped. The research problem which guides the conducting of this study

concerns the barriers which the youth of Chad encounter in attempting to launch entrepreneurial enterprises and prevents a culture of entrepreneurship from fulfilling its potential to contribute to socioeconomic development. In the absence of adequate infrastructure, it is a foregone conclusion that attempts to alleviate poverty and strategies to combat unemployment among the youth are unlikely to yield desirable results.

1.2.1. Main objective of the study

The principal objective of the study was to:

Conduct an empirical investigation and evaluation of the barriers which impede entrepreneurial activity by the youth in N'Djamena.

1.2.2. Sub-objectives of the study

The following sub-objectives were formulated in order to support the accomplishment of the principal objective of the study:

- To determine the specific factors which militate against Chadian youth starting their own businesses;
- To determine the principal obstacles which discourage the youth in N'Djamena from engaging in entrepreneurial activities;
- To identify the types of entrepreneurial support which are available to the youth of Chad;
- To give some crucial recommendations to encourage youth to engage in entrepreneurial activities.

1.3. Research questions

Africa has the youngest population of the continents in the world, with an estimated 200 million people being from 15 to 24 years of age (African Economic Outlook, 2012), and an estimated 60 percent of young Africans are unemployed (World Bank, 2008). As the efforts of the governments of many individual countries to reduce rates of unemployment have failed to yield significant reductions, increasing numbers of governments have turned to promoting entrepreneurship among the youth as a viable means of combating unemployment.

Although the government of Chad has provided a measure of financial support in order to encourage entrepreneurship among the youth, the many barriers which young Chadians encounter often appear to be almost insurmountable. As it has been explained, a lack of adequate infrastructure to support the launching of businesses and to inspire an entrepreneurial spirit among the youth effectively contributes

to rendering the youth powerless in the face of poverty and vulnerable to resorting to criminal behaviour, participating in acts of violence, and attempting to survive from illegal activities such as prostitution. High rates of suicide among the youth constitute one of many negative manifestations of dangerous and unsustainable lifestyles.

1.3.1. Main research question

The principal research question which was formulated in accordance with the points which were covered in the foregoing discussion was:

- **What are the main barriers to youth entrepreneurship in N'Djamena?**

1.3.2. Research sub-questions

The following sub-questions were formulated in order to obtain a sufficiently comprehensive answer to the main research question:

- What are the specific factors which militate against young Chadians starting their own businesses?
- What are the main obstacles which discourage the youth in N'Djamena from engaging in entrepreneurial activities?
- Which types of entrepreneurial support are available to the youth in N'Djamena?
- What are the most crucial recommendations to bring to encourage youth to engage in entrepreneurial activities?

1.4. Significance of the study

The findings of this study could be of great value to anyone who is aware of the role which the diversification of national economies can play in achieving sustainable growth and economic development, particularly through the integration of the creative and innovative practices of young entrepreneurs. It is widely acknowledged that promoting entrepreneurship among the youth constitutes a reliable strategy for overcoming high levels of unemployment and energising economies through the incorporation of vibrant youth sectors. The government of Chad has provided relatively limited entrepreneurial support to youth in order to begin to combat the socioeconomic problems such as unemployment. This contribution which the youth can make to economic growth and development through entrepreneurship remains largely unfulfilled and dormant. In addition, it needs to be emphasised that the contribution which entrepreneurship can make is not confined solely to the benefits which economic growth and reduced levels of unemployment are able to confer. As Fatoki (2011) explains,

entrepreneurship is able to benefit entrepreneurs, their families, the societies to which they belong, and the governments of their countries. Consequently, the findings of this study could be of benefit to the youth of Chad, the government, and researchers and educators who recognise the role which entrepreneurship is able to play in enabling the youth to play a vital role in the socioeconomic development of their communities and countries.

1.5. Delineation of the study

The crucial role of entrepreneurship in sustainable economic growth and development has been emphasised by a great many writers and researchers in recent years. The emergence of new business enterprises makes new products and services available to the general public and also creates opportunities for employment, thereby contributing to lowering rates of unemployment in individual countries. The objectives and research questions which guided this research study were formulated specifically in relation to the barriers to entrepreneurship which were encountered by young prospective entrepreneurs in N'Djamena, the capital city of Chad.

The research sample for the study was drawn from two categories of entrepreneurs in N'Djamena. The first comprised young Chadians who were registered with the Fonds national d'appui à la jeunesse (FONAJ), a national fund which is administered by the Ministry of Culture, Youth, and Sports to support and promote entrepreneurship among the youth in Chad. The second consisted of young entrepreneurs who were formally operating businesses and had registered their companies with the Trade and Personal Property Credit Register (TPPCR) of Chad. According to the head office of the Chamber of Commerce, Industry, Agriculture, Mines, and Crafts (CCIAMC), more than 80 percent of businesses are still informal, which does not promote the creation of employment or opportunities for entering the formal business sector for the youth of Chad. It needs to be emphasised that the research sample was limited to members of two specific populations of young entrepreneurs in N'Djamena and did not include any who were not either registered on the database of the FONAJ or with the Trade and Personal Property Credit Register (TPPCR).

1.6. Research methodology and design

The research methodology was developed for the specific purpose of achieving the objectives of the study and answering the research questions which guided it. Quantitative research methods were used to collect the data, through the administration of a survey questionnaire.

1.6.1. Research design

Welman, Kruger, and Mitchell (2009:46) characterise a research design as a blueprint or plan for conducting a research study. Scott and Garner (2013) explain that a research design details all of the procedures which are to be followed to collect and analyse relevant data in order to achieve the objectives of a research study. While quantitative research methods entail the collecting and analysis of purely numerical data, qualitative methods concern the gathering and analysing of data which is derived from personal accounts of participants of their subjective perceptions, beliefs, or opinions concerning particular events, occurrences, or phenomena in which particular researchers may be interested (Brynard, Hanekom & Brynard, 2014; Gravetter & Forzano, 2009). As Johnson, Onwuegbuzie, and Turner (2007) explain, it is possible to adopt a mixed methods approach, by employing both quantitative and qualitative research methods, in order for the strengths of one approach to compensate for the weaknesses of the other. In the case of this study, the researcher determined that a self-administered survey questionnaire would provide an optimal means of achieving the objectives of the study and answering the research questions.

1.6.2. Research population

In social research, the term ‘research population’ is used to refer to a specific group of people who potentially possess attributes or knowledge in which researchers are interested in relation to the research studies which they intend to conduct (Gravetter & Forzano, 2009). From a slightly different standpoint, Banerjee and Chaudhury (2010) characterise a research population as all of the people in a particular population concerning which researchers intend to obtain data. The study was conducted in order to investigate and evaluate the barriers which young entrepreneurs who attempt to start their own businesses in the formal sector in N’Djamena encounter. However, the research population comprised all of the young entrepreneurs in the city who were registered with either the FONAJ or the Trade and Personal Property Credit Register (TPPCR) of Chad. The study chose this specific research population because its members were ideally positioned to provide data which was relevant to the research topic, owing to their affiliation to organisations which promote the expansion of entrepreneurship among the youth of Chad. The young entrepreneurs who were running businesses in the formal sector were particularly valuable informants, as they had transformed the obstacles which they had encountered into opportunities to start and sustain their businesses.

1.6.3. Sampling and sample size

Flick (2011) defines a sample as any subdivision of within a population which can be designated for the purpose of gathering data pertaining to the population as a whole. Monette, Gullivan, and De Jong (2011) provide a similar explanation by describing sampling as a method of selecting a sample from a specific population for the purpose of representing the population which has been identified for the

purpose of conducting a research study. Saunders, Lewis, and Thornhill (2009) expand the scope of the description by characterising a sample as a small number of people who are drawn from a specific population to participate in an investigation and from whom findings are generalised to the entire population. Blumberg, Cooper, and Schindler (2005) list the advantages of using samples in research studies as reduced costs, increased precision with respect to results, enabling data to be collected quickly, and the relative accessibility of small groups which are drawn from research populations. Although each of these advantages may be considered to be beneficial to the conducting of research studies, the principal reason for using research samples concerns the unfeasibility of attempting to obtain data from entire populations. In this study, the study used stratified random sampling to select the research sample, a technique which entails randomly selecting potential participants from a research population which has been divided into specific groups.

After giving due consideration to the sample size with respect to both practicability and the accuracy and reliability of the findings which the quantitative study generated, the study elected to use a sample size of 150 young Chadian entrepreneurs, who were selected randomly from the two groups in N'Djamena which comprised the research population. Saunders *et al.* (2009) explain that the larger the sample size, the more accurate the results of a study are likely to be. Consequently, the study elected to use a sample size which would be more than sufficient to represent the research population, in order to err on the side of caution. Of the 150 participants, 110 were drawn from the FONAJ database and 40 from the ranks of young entrepreneurs who were operating businesses in the formal sector and had registered their companies with the Trade and Personal Property Credit Register (TPPCR) of Chad. As the study used engaged random sampling, each young entrepreneur who was registered on the databases of the FONAJ and TPPCR had an equal probability of being selected to participate in the study (Polonsky & Waller, 2011).

1.6.4. Designing the survey questionnaire

Monette *et al.* (2011) describe a survey questionnaire as a method of gathering information in a study by means of the responses which respondents give to a number of questions which are presented in a particular format. By contrast, Fox and Bayat (2007) emphasise that questionnaires comprise sets of questions which individual researchers formulate in order to obtain relevant information pertaining to their research topics.

In order to obtain credible results from the administration of a survey questionnaire, the response rate needs to be acceptable. The study used the following formula, which was developed by Samazonaws (2010), to calculate the response rate for the survey questionnaire:

Number of completed surveys

$$\text{Response rate} = \frac{\text{Number of participants contacted}}{\text{Number of participants contacted}} * 100$$

1.6.5. Methods employed to collect the data

The study collected data from both primary and secondary sources. The primary data was obtained through the administration of the survey questionnaire, while the secondary data took the form of information which was relevant to the research topic, which the study gathered from reputable online sources. Augmenting the primary data with secondary data enabled the researcher to understand the primary data in relation to the broader context which relevant discourse pertaining to the research topic provided.

1.6.6. Analysis of the data

According to Cooper and Schindler (2008), analysing data entails reducing data which has been collected to a more manageable and convenient forms, from which researchers are able to start to identify trends or patterns, apply statistical techniques, and summarise the data. As Gwija, Eresia-Eke, and Iwu (2014) explain, sound analyses of data enable researchers to obtain reliable and credible findings from their research studies.

1.6.7. Ethical considerations

The researcher obtained a letter of consent from the Ministry of Culture, Youth, and Sports in Chad, which provided the research team with permission to collect data. The survey questionnaire which had been developed was translated into French, as French was the first language of all prospective participants. As Sieber and Tolich, (2013) explain, every researcher who conducts social research has an obligation to protect the rights of the people who participate in their research studies by ensuring that they understand that their participation would be completely voluntary, they are able to make informed decisions concerning whether or not they wish to participate, all information which they provide would be treated as completely confidential, and that they would be protected from all forms of possible harm. The researcher placed particular emphasis upon the following ethical considerations during the conducting of the study:

- Ensuring that no participants were coerced into participating in the study.
- Ensuring that the participants were treated with respect and that their rights were upheld at all times.
- Ensuring that the participants remained anonymous and that their responses were treated as strictly confidential.
- Ensuring that all of the data which was collected was stored in a secure place, to which only the researcher had access.

1.7. Anticipated benefits from conducting the study and contributions which the findings could make

Entrepreneurship can play a decisive role in the social and economic development of developed and developing countries and contribute to the development of many sectors within the economies of individual countries. At present, a lack of appropriate infrastructure to support the starting of SMEs and inspire an entrepreneurial spirit among the large youthful population of Chad effectively marginalises most of the youth with respect to playing an active role in the socioeconomic development of their country. As most young Chadians are not aware of government programmes which are available to assist them to launch entrepreneurial enterprises, relatively few benefit. Accordingly, an in-depth understanding of the barriers which preclude large swathes of the youthful population from participating in the economy could make a meaningful contribution not only to raising standards of living for young Chadians, but also to combating the social ills which erode the fabric of Chadian society, such as unemployment, violence, and crime. Individual entrepreneurs are usually motivated by personal gain, but their aims and objectives can also have beneficial effects for their societies and the socioeconomic development of their countries. Consequently, the findings of this research study could contribute to overcoming the obstacles which are associated with the youth gaining access to the formal sector of the economy through entrepreneurial initiatives in Chad and also in other countries, particularly those on the African continent.

1.8. Outline of the thesis

The five chapters into which the thesis has been divided are summarised in the subsections which follow.

Chapter One: The first chapter took the form of an introduction and an overview to provide the background to the research problem. The research problem was formally articulated, along with the objectives and the research questions which the researcher formulated in order to guide the conducting of the study. The chapter also included discussions of the significance of the study, the delineation of the study, the anticipated benefits of the findings, and the contributions which the research could make.

Chapter Two: The second chapter takes the form of an in-depth review of the relevant available literature pertaining to the research topic. It is divided into several sections and covers definitions of entrepreneurship, the essential attributes and qualities of successful entrepreneurs, the concept of youth entrepreneurship, and the development of entrepreneurship in developing countries.

Chapter Three: The research methodology chapter provides a comprehensive overview of the procedures which the researcher followed to conduct the study, including the selection of the research sample and the methods which were used to collect and analyse the data, before concluding with a

discussion of the professional standards for conducting research in the social sciences, which were adhered to at all times during the conducting of the study.

Chapter Four: The penultimate chapter is devoted to a presentation, analysis, and discussion of the findings of the study and an evaluation of the extent to which the objectives of the study had been achieved and the research questions had been answered.

Chapter Five: The final chapter takes the form of a discussion of the conclusions which were drawn from the findings, the recommendations which are made on the basis of the conclusions, and suggested related research for the future.

1.9. Conclusion

The overarching aim of this chapter was to provide a comprehensive overview of the research topic upon which this thesis is predicated. The following chapter lays the foundation for conducting the study, by providing an appropriate context for the conducting of the study in the form of an in-depth review of the literature pertaining to the research topic.

CHAPTER TWO: LITERATURE REVIEW

2.1. Introduction

Study conducts reviews of the relevant available literature pertaining to their research topics in order to provide their research studies with a sound theoretical basis. A proper understanding of the concepts and theories which leading theorists and researchers have propounded enables researchers to interpret the findings of their studies in accordance with the established tenets of their disciplines. This chapter is structured in five sections, namely, a general discussion of the concept of entrepreneurship, an analysis of the essential attributes of entrepreneurs, a discussion of the concept of youth entrepreneurship, an assessment of the factors which influence people to start businesses and the factors which are responsible for the emergence of entrepreneurial cultures, and the development of entrepreneurship in developing countries. The study drew upon a wide range of relevant sources, such as books, articles, magazines, government publications, and also published and unpublished papers, in order to obtain as comprehensive as possible an overview of the research topic.

2.2. Entrepreneurship

There is a fairly general consensus among writers and economists that there is no single universally applicable definition for the concept of entrepreneurship, as the term can be used appropriately in a great many different contexts. Hatten (2015) affirms that, for many people, the essence of entrepreneurship is a method of developing an idea using, time, money and energy in order to grow a sustainable business. Uhumwangho and Osayomwanbor (2014), characterise entrepreneurship as a creation of new activities, new initiative and new economics sectors. They affirm that entrepreneurs create job, and introduces new good and services for society. Onuoha (2007) characterises entrepreneurship as a process of either launching new business enterprises or revamping mature organisations in response to opportunities which have been identified.

The definitions which have been considered tend to converge upon the notion that entrepreneurship entails exploiting resources which are available, often taking risks by doing so, in order to turn them into opportunities. All of the writers who have been cited emphasise opportunities, as the ultimate goal of any business enterprise is to create value while endeavouring to occupy the first rank in the market which it serves. Schumpeter (1934) characterises entrepreneurship as a crucial driver of economic growth and innovation. The author's assessment emphasises the crucial role which innovation plays in enabling businesses to assume commanding positions in the market which they serve and maintain their competitive edge by introducing innovative products. The global success of companies which manufacture and develop technologically innovative products such as Apple and Samsung provides eloquent testimony to it.

2.3. The crucial role of entrepreneurship

Although people throughout the world have become increasingly aware of the potential of entrepreneurship to improve their personal living standards in recent years, relatively few understand the role which it has to play in ensuring and maintaining the well-being of the populations of individual countries. By contrast, many writers and researchers have cited the principal benefits of promoting entrepreneurship as including the creation of wealth, the introduction of innovative products, and the stimulation of economic growth. In recent years, several researchers have ranked entrepreneurship third among the drivers of the overall economic growth of countries, its contribution to a new and original practice of making things for the advantage of people and at the same time creating revenue (Mellor, Coulton, Chick, Bifulco, Mellor and Fisher (2009). Both Marais (2005) and Petrakis (2005) emphasise that the creation and sustainability of small companies are essential for the growth of the economies of countries and alleviating poverty. In addition, a report which was published by the FinMark Trust (2006) concludes that one of the most efficacious and sustainable approaches to reducing unemployment entails increasing the potential of small businesses to create employment and promoting the development of small businesses.

It is widely acknowledged that the rapid growth of entrepreneurship in the United States has resulted largely from the proliferation of centres and higher education institutions which offer courses in entrepreneurship. Nieman and Nieuwenhuizen (2014) explain universities and colleges in South Africa either offer degree courses in entrepreneurship or have introduced entrepreneurship as a subject in their programmes and curricula. Many African countries have recognised that entrepreneurship represents an invaluable means of reducing unemployment (Nafukho & Muyia, 2010). They also maintain that policies which promote investment, education, and training in entrepreneurship constitute the most effective means which any country has at its disposal to increase human resources by promoting socioeconomic development.

The gains which entrepreneurship can facilitate for countries, societies, and communities can be summarised as follows:

- The introduction of innovative practices.
- The creation of opportunities for employment.
- Economic growth.
- Encouraging socioeconomic development.
- Raising standards of living.
- Encouraging economic cooperation between states.
- The creation of new markets and opportunities.

- Increasing the economic competitiveness of countries.

2.4. Definitions of entrepreneurial ventures and small businesses

Nieman and Nieuwenhuizen (2014) characterise entrepreneurial ventures as businesses in which the fundamental aims are profitability and growth. From a slightly different standpoint, they characterise a small business as any business which has been established and is managed and maintained primarily for the purpose of pursuing the personal objectives of the owner and achieving and maintaining financial independence. Carland, Hoy, Boulton, and Carland (1984) distinguish small businesses from entrepreneurial ventures by emphasising that small businesses are merely owned and operated by individual people, without necessarily entailing the application of any entrepreneurial skill or verve. The attributes and qualities which differentiate entrepreneurial ventures from small businesses include innovation, motivation, potential for growth, and planning with respect to considerations such as the intended target market, the anticipated share of the market which is likely or possible, and strategies to elevate the anticipated initial position in the market (Wickham, 2004).

2.5. Entrepreneurs and attributes of entrepreneurs

2.5.1. Towards a definition of an entrepreneur

As it has been explained, the concept of entrepreneurship can have a number of different meanings, many of which are largely determined by specific contexts. For Kuratko (2013), entrepreneurs are people who identify opportunities in sets of circumstances which others perceive to be the source of problems. The author maintains that the economy of the United States has advanced owing to the determination of entrepreneurs and that every entrepreneur contributes to the economy by providing incomes in the form of salaries to employees and by paying taxes to the government. Strydom (2011) characterises entrepreneurs in a similar manner, by emphasising that they are people who are capable of identifying opportunities and starting and achieving growth in their own businesses. These definitions serve to explain how people who possess entrepreneurial flair are willing to take great risks in their pursuit of opportunities to reap profits for themselves in a process which can also yield great benefits for their societies. Entrepreneurs such as Bill Gates, Steve Jobs, Oprah Winfrey, and Mark Zuckerberg are regarded by many as prime exemplars of highly innovative entrepreneurs whose initiative has contributed to the emergence of vibrant new markets.

The economist Joseph Schumpeter (1934), one of the earliest scholars to theorise about entrepreneurship, characterised entrepreneurs as innovators who transform markets by devising new combinations. In his sense, 'new combinations' can take the form of manufacturing innovative products or services or creating new markets or marketplaces. The assessment of Schumpeter is particularly

relevant to the rapidly changing demands of the modern marketplace, which requires entrepreneurs to maximise their innovative and creative resources to develop products to satisfy the demand which is created by the changing needs and desires of consumers. Consequently, Kritikos (2014) claims that an entrepreneur can be characterised as a player in the economic development. Entrepreneurs boost economic progress by offering original idea, goods, and services:

- Higher competition from business people;
- Creation of job in the short and long term
- Entrepreneurial development expands the productivity of associations and economies;
- Entrepreneurs accelerate operational change by substituting customary.

2.5.2. Common attributes of entrepreneurs

Entrepreneurs have specific traits and attributes which enable them to manage their businesses effectively and respond to the demands of consumers by developing new products, services, and markets. Although highly successful entrepreneurs are likely to have unique character traits and attributes, it is possible to discern shared traits and attributes among successful entrepreneurs. Rae (2007) summarises some of the attitudes, inclinations, and qualities which often typify successful entrepreneurs as follows:

- A determination to be successful.
- Determination in relation to attaining goals and accomplishing difficult tasks.
- A continual quest for opportunities.
- Original, exceptional thinking.
- A constant desire to update existing practices and introduce innovative new ones.
- A willingness to learning from failure.
- A strong need to be free, in control of their businesses, and to survive.
- A desire to be different and exceptional in relation to others.

Bygrave (2004) maintains that there is no single set of entrepreneurial qualities to differentiate true entrepreneurs from people who run businesses who do not exhibit entrepreneurial flair and verve, however he lists ten essential qualities of entrepreneurs, which have come to be known as the 10 Ds of entrepreneurship:

Dream: Entrepreneurs have the capacity to dream in relation to imagining what they could accomplish through their businesses and the ability to ensure that their dreams come to fruition.

Decisiveness: They have the ability to make decisions swiftly and with conviction and resolve, a quality which underscores each facet of their success.

Doers: Once they decide upon a particular course of action, they embark upon it without prevaricating.

Determination: They approach their business ventures with complete commitment and rarely admit defeat, even in the face of obstacles which appear to be insurmountable.

Dedication: They devote all of their time and energy to their businesses. Their capacity for working hard and tirelessly can even have detrimental effects upon their close personal relationships. It is not at all uncommon for entrepreneurs to work long hours, 7 days a week, to establish their businesses.

Devotion: Entrepreneurs love their chosen fields of business, a quality which sustains them through the most difficult and demanding times.

Details: Entrepreneurs are acutely aware of the necessity of keeping a seemingly endless number of complex but crucial details in mind in order to establish and achieve growth in their businesses.

Destiny: They fervently desire to assume command of their own destinies and not to be dependent upon an employer.

Dollars: Acquiring wealth is not the primary motivator of entrepreneurs, but they tend to work upon the assumption that if they are successful, they will be adequately rewarded.

Distribute: Entrepreneurs share the ownership of their businesses with members of their staffs who play crucial roles in the success of their businesses.

These qualities concisely summarise a general convergence in the assessments of many different theorists and researchers concerning the essential traits of successful entrepreneurs.

2.6. Youth entrepreneurship

Although age ranges tend to vary with respect to definitions of youth, in the report of the Global Entrepreneurship Monitor (GEM) of 2015, 'Future Potential: A GEM perspective on youth entrepreneurship', the youth of countries is defined as comprising people from 18 to 34 years of age. This age range accords fairly closely with that of from 15 to 35 years which the African Youth Charter (2006) stipulates for the youth of Africa, to which Chad is a signatory. Africa has the youngest population of all of the continents in the world and 200 million of its inhabitants are from 15 to 24 years of age (African Economic Outlook, 2012), while 60 percent of young Africans are unemployed (World Bank, 2008). According to the Global Risks Report of 2014, the rate of unemployment among young people from 15 to 24 years of age was estimated to be more than 50 percent.

Although Schoof (2006) contends that there is no single all-embracing definition of youth entrepreneurship, Chigunta (2002) defines it as a combination of creativity, original initiative, and willingness to take risks in a business environment by making use of appropriate and useful skills to succeed in a particular cultural setting. Cornell (2001) places a different emphasis by stressing that youth entrepreneurship entails the seizing of opportunities as a consequence of the natural instinct of young

people for novelty and innovation, which can change the nature of markets. Firstly, apart from contributing to the economic development by creating new markets, youth entrepreneurship reduce reducing unemployment by enabling young people to become economically active in circumstances in which there had been very few opportunities for formal employment. Secondly, youth entrepreneurship can play a crucial role in the diversification of economies, as the emergence of new and innovative products and new markets increase the range of economic opportunities which are available to young people.

Thirdly, proliferations of SMEs make a significant contribution to the national economies of countries, while increased financial independence among young people could be expected to contribute to the overall socioeconomic stability of societies. Murithi (2013) emphasises that appropriate policies pertaining to youth entrepreneurship are imperative for integrating the youth of nations into labour markets. Although healthy economic growth is dependent upon future young leaders possessing well-developed managerial skills and entrepreneurial aptitude, most young Chadians are not sufficiently aware of the dire need to relieve unemployment through becoming self-employed. While a great many factors militate against the growth of youth entrepreneurship, at present in N'Djamena there are too few young entrepreneurs to exert any significant influence upon the economy. Accordingly, the economy of Chad needs to be appropriately diversified in a manner which promotes socioeconomic development through the promotion of young entrepreneurs in several different sectors.

2.7. The three developmental phases of young entrepreneurs

The findings of several recent studies suggest that the emergence of young entrepreneurs occurs through a process which entails negotiating discrete developmental phases. Chigunta (2002) propounds three developmental phases for youth entrepreneurship:

- Pre-entrepreneurs (from the ages of 15 to 19 years): During this phase, future entrepreneurs endeavour to become independent of the security which their families provide, to leave school, and begin their working careers. According to Curtain (2000), the transition from school to work is a crucial one and only young people in whom an intense interest in entrepreneurship has been aroused are likely to proceed from this phase to the next one.
- Budding entrepreneurs (from the ages of 20 to 25 years): During this phase, young entrepreneurs learn to make optimal use of their experience and the skills and capital which they have accumulated during the previous phase, including their working experience, which equip them to start their own businesses. Those who have not developed sufficient entrepreneurial acumen are likely to close their businesses and return to formal employment.
- Emerging entrepreneurs (from the ages of 26 to 29 years): By this phase, young entrepreneurs would have acquired a significant amount of experience in business and a higher level of maturity than their counterparts who are negotiating the two previous phases. Consequently,

they are more likely to be equipped to run sustainable businesses than young entrepreneurs who have not successfully emerged from the two earlier phases.

2.8. Factors which encourage entrepreneurship

The factors which encourage entrepreneurship are discussed in the subsections which follow in relation to three specific categories, namely, economic, motivational, and background factors.

2.8.1. Economic factors

The development of entrepreneurship in countries depends to a large extent upon specific social, economic, or political factors. The economic factors which encourage and promote entrepreneurship are summarised as follows:

- **Supportive government policies:** As the emergence of entrepreneurship stimulates the economies of countries and promotes economic growth, the governments of many countries throughout the world actively implement programmes and policies to promote entrepreneurship in many sectors of their economies (Lall & Sahai, 2008; Nieman & Nieuwenhuizen, 2014).
- **Business environments which are conducive to entrepreneurship:** Business environments play a crucial role in promoting entrepreneurship. In countries in which business is not discouraged by cumbersome laws and regulations, entrepreneurs have ready access to advice, financial support, and training, and there is adequate infrastructure, vibrant entrepreneurial cultures are likely to emerge (Lall & Sahai, 2008; Nieman & Nieuwenhuizen, 2014).
- **The availability of financial support:** As it is one of the fundamental requirements for starting a business, it remains difficult for many entrepreneurs to establish SMEs, owing to the unavailability of adequate assistance from the government in the form of funding. Consequently, many aspiring entrepreneurs try to finance their businesses using their own money or by borrowing from relatives or members of their families (Western Cape Youth Report, 2008; Nieman & Nieuwenhuizen, 2014). Consequently, a lack of capital constitutes an enormous obstacle for aspiring young entrepreneurs throughout the world. As it has been explained, the government of Chad has recognised the need to promote entrepreneurship among young people, but most young entrepreneurs do not have sufficient access to funding.

2.8.2. Motivational factors

The factors which motivate people to become entrepreneurs are summarised as follows:

- **A desire to achieve:** Early theorists in the field of entrepreneurship, such as Aboundis (1970) and McClelland (1961), believed that the core motivational factor which drives entrepreneurs to succeed in their businesses stems from a consuming need for achievement (Nieuwenhuizen, 2008). As Lall and Sahai (2008) explain, the need to achieve motivates entrepreneurs to work hard to achieve their goals by using their creativity, resources, and innovative ideas to improve the products and services which are available in the markets which they serve.
- **Locus of control:** The term 'locus of control' is a construct which is used in personality psychology to describe the extent to which people believe either that they have control over the courses which their lives take or that their fates are determined by external factors. According to Nieuwenhuizen (2008) and Nieman & Nieuwenhuizen (2014), people who have a strong internal locus of control usually place a very high premium on their independence. Lall and Sahai (2008) expand upon the assessment by maintaining that people with a strong sense of personal autonomy are usually able to articulate the desires and objectives and work hard to achieve their goals.
 - **The need for independence:** Although a sense of independence and the need to feel independent stem from an internal locus of control and people who have a sense of personal autonomy are likely to feel independent, irrespective of whether they are self-employed or employed by someone else (Nieman & Nieuwenhuizen, 2014), in many instances people who prize their independence are likely to wish to start and run their own businesses. The findings of a study which was conducted by Solesvik (2012) revealed that the desire to assume control of their lives and destinies was one of the principal motivations for people to desire to become entrepreneurs. By contrast, Barringer and Ireland (2010) cite the desires for financial rewards and becoming independent as constituting the principal motivations for people desiring to become entrepreneurs. As Nieman and Nieuwenhuizen (2014) explain the appeal of independence stems from a wish to be self-sufficient, financially independent, and answerable to no one.

2.8.3. Background factors

2.8.3.1. Education, training, and experience

Education, training, and experience play a crucial role in enabling people to launch entrepreneurial ventures (Lall & Sahai, 2008) and forge entrepreneurial careers which they are able to maintain and reinvigorate throughout their working lives. Although entrepreneurial acumen is essential, successful entrepreneurs understand that optimal entrepreneurial skills need to be patiently developed and acquired.

2.8.3.2. The influence of families

According to Lall and Sahai (2008), people are particularly likely to become entrepreneurs if they are raised in entrepreneurial environments. In some instances, children are motivated by the encouragement which they receive at an early age from their parents to play active roles in their businesses. Many children who are raised in this manner are likely to take over the businesses which their parents have started when their parents wish to retire, often introducing changes and innovations to meet the demands of new markets, thereby becoming second generation entrepreneurs.

2.8.3.3. Financial conditions

Wickham (1998) characterises the role which financial conditions play in encouraging entrepreneurship in terms of the influence which two sets of factors exert, namely, pull and push factors. Pull factors are represented by those factors which encourage people to choose entrepreneurial careers because they wish to acquire wealth or become self-sufficient and financially independent, while push factors induce people to attempt to become entrepreneurs owing to a lack of other options to earn livelihoods. By contrast, Bolton and Thompson (2003) maintain that personal financial circumstances need not necessarily play a decisive role in the entrepreneurial success of individual people and that people can become successful, irrespective of whether they come from rich or poor backgrounds.

2.9. The influence of pull and push factors on entrepreneurship

In recent decades, many studies have been conducted in an attempt to explain why people desire or elect to become entrepreneurs and the concept of pull and push factors have acquired increasing prominence in relevant discourse. Benzing *et al.* (2009) explain that push factors such as being unemployed or earning low salaries can encourage people to attempt to improve their circumstances by embarking upon entrepreneurial activities, while pull factors are those which attract people to entrepreneurial careers, such as the prospect of becoming wealthy. Kirkwood (2009) identified the desires for independence and financial wealth as the two main pull factors and work-related factors such as a lack of opportunities for formal employment, retrenchment, a lack of prospects in particular lines of work, and the need to provide for families as the most common push factors which encourage people to attempt to become entrepreneurs.

Verheul, Thurik, Hessels, and Van der Zwan (2010) classify people who engage in entrepreneurial activities in response to positive motivation or pull factors as engaging in opportunity entrepreneurship and those who are negatively motivated by push factors such as being unemployed or pressure from their families as engaging in necessity entrepreneurship. In some instances, it can be difficult to distinguish between pull and push factors. In countries such as Vietnam, entrepreneurs who run SMEs

are often more motivated by the challenges which entrepreneurship entails and the prospect of success than the desire for employment or financial security (Swierczek & Ha, 2003). By contrast, the findings of a survey which Chu, Benzing, and McGee conducted among entrepreneurs in Kenya and Ghana in 2007 revealed that their chief motivations had been to increase their incomes and to create employment for themselves. These findings suggest that the influence of push factors is more evident than that of pull factors in many developing countries, largely as a consequence of high levels of unemployment.

After conducting a comparative analysis between the motivations of entrepreneurs in developed and developing countries, Chigunta (2002) concluded that the principal motivational factors in developed countries concerned the need not to be required to work under anyone, a desire for independence and flexibility, and a wish to accumulate more money than would be possible from earning a salary as an employee. By contrast, he concluded that in developing countries, people were motivated to become entrepreneurs by push factors such as being unemployed, financial necessity, and the need to earn money to survive and support their families. All of these factors motivate young people in African countries to strive to become independent, because they perceive that starting their own businesses represents one of the most promising means of achieving this objective. Although entrepreneurship has great potential for lowering rates of unemployment and generating incomes, it is also a domain in which millions of young people in developing countries endeavour to eke out an existence under extremely adverse circumstances.

As Reynolds, Camp, Bygrave, Autio, and May (2001) explain, some people became entrepreneurs on the basis of experience which they have gained in fields in which they have worked as employees. In these instances, retrenchment can yield positive consequences when former employees launch businesses of their own in fields in which they have acquired a considerable amount of experience. In addition, the experience of parents in business can also encourage young people to become entrepreneurs (Drennan, Kennedy & Renfrow, 2005). Some people are attracted to entrepreneurial activity because their parents are actively engaged in running businesses and, in some instances, parents who are managers or owners of businesses actively encourage their sons or daughters to become entrepreneurs (Burke, FitzRoy & Nolan, 2008). From a similar standpoint, Choo and Wong (2009) maintain that children who have a family background in business and self-employed parents are often highly likely to become entrepreneurs, owing to the mentorship and guidance which they receive from their parents.

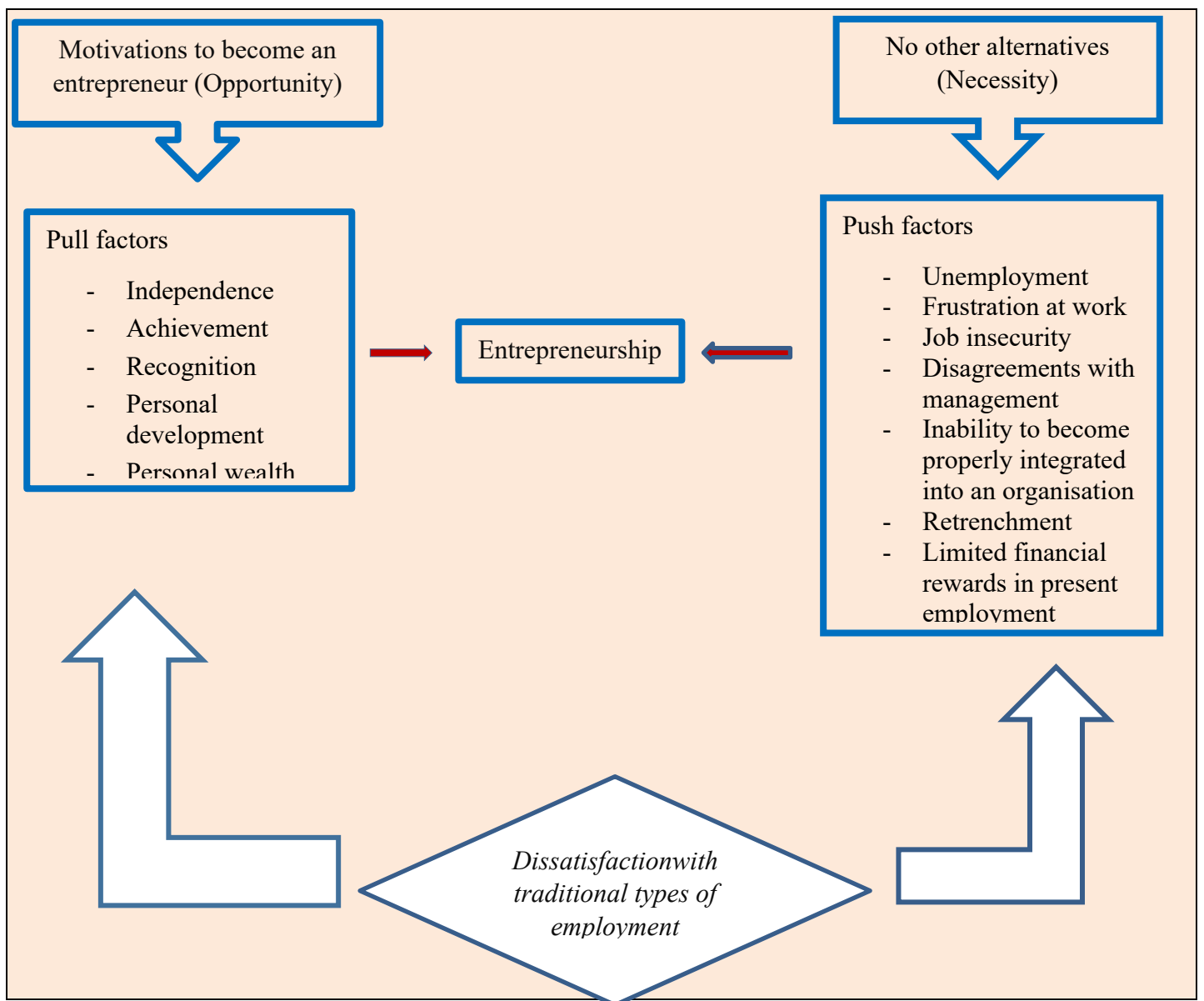


Figure: 2.1.: Push and pull factors which encourage entrepreneurship (Adapted and modified from Nieman & Nieuwenhuizen, 2014).

2.9.1. Entrepreneurship as a consequence of necessity: push factors

As is summarised in Figure 2.1, push factors which induce people to attempt to become entrepreneurs tend to stem from negative personal circumstances, such as:

- Being unemployed.
- Experiencing frustration at work owing to a lack of prospects of being promoted.
- Job insecurity: a lack of certainty with respect to remaining employed.
- Disagreements with management: unfavourable working conditions owing to limited career prospects.
- An inability to become integrated into organisations in a manner which permits individual employees to fulfil their true potentials.
- Retrenchment: becoming unemployed as a consequence of the restructuring of organisations
- Limited financial rewards in present employment, personal circumstances, or a lack of other options for earning an income.

2.9.2. Entrepreneurship as a response to perceived opportunities: pull factors

People often elect to leave their present employment to become self-employed when they become aware of opportunities in markets which they intend to enter (Nieman & Nieuwenhuizen, 2014). The attractions of becoming a self-employed entrepreneur, as opposed to being answerable to an employer, are summarised as follows:

- The ability of entrepreneurs to make their own decisions which independence and autonomy confer.
- A sense of achievement, from establishing and managing a successful business venture.
- Recognition, in the sense of acknowledgment from society for contributing to economic growth and creating employment.
- Opportunities for personal development through acquiring independence to pursue innovative projects.
- Personal wealth as a reward of entrepreneurship.

2.10. Barriers and obstacles which impede the emergence of young entrepreneurs in Chad

Although high rates of unemployment are of grave concern to governments throughout the African continent, as Rae (2007) explains in his discussion of the role of entrepreneurship in society, many governments have become aware of the value of entrepreneurship as a means of achieving economic

growth and creating employment. The potential of youth entrepreneurship as a strategy to promote socioeconomic development in developing countries has received impetus from a general recognition that high rates of unemployment need to be drastically reduced. According to the Global Risks Report (2014) of the World Economic Forum, rates of unemployment in many African countries, including South Africa, exceed 50 percent. Although rates of unemployment continue to rise in Chad, to date the government has played an inadequate role in fostering entrepreneurship among the youth to stimulate the economy of the country.

The report of 2013 of the GEM (Global Entrepreneurship Monitor) and YBI (Youth Business International) confirmed that the main barriers for young aspiring entrepreneurs in sub-Saharan Africa were a lack of wealth, financial resources, skills, infrastructure, assistance, and opportunities in the markets of their countries. Consequently, education in entrepreneurship should be promoted by establishing appropriate institutions to assist young people who possess the vision and creativity to develop innovative businesses. In developing countries such as Chad, whose economies are plagued by a lack of infrastructure, high rates of unemployment, and pervasive poverty, it is imperative to provide young people with education and funding to enable them to participate in the economy, in order to stimulate it by making it more inclusive than it is at present. Although associations have been formed to motivate the youth to participate in business, to date the majority of the youth have not benefited from the assistance which the associations have provided. By contrast, not only do funds need to be generated to motivate young people to participate in entrepreneurship to achieve growth by diversifying the economy, but the youth also need assistance to develop and acquire entrepreneurial skills through education and practice. In 2012 the Coordination of Youth Chad Networks convened a forum which was themed 'Implication of Youth in Chad's Development Policies and Programmes'. Its purpose was to facilitate the participation of the youth in the economy of the country and the planning of a national policy in order to do so in a practicable and sustainable manner.

In South Africa, the government has recognised the potential of young entrepreneurs to make a crucial contribution to both economic growth and socioeconomic development. Consequently, it has prioritised reducing levels of unemployment among the youth by generating funds to increase the ambit of entrepreneurship in South Africa and participation by young people in the entrepreneurial sector by encouraging young people to become entrepreneurs (Nieman & Nieuwenhuizen, 2014).

It needs to be emphasised that the funds which the government contributes are not sufficient in themselves to combat the high rates of unemployment among the youth of the country. Several commentators have maintained that the education which many South Africans receive is not conducive to entrepreneurial careers, as it tends to prepare them for employment in later life, as opposed to developing their sense of personal autonomy sufficiently to enable them to become entrepreneurs.

According to the report of the GEM and YBI of 2013, 77.7 percent of young African entrepreneurs obtain finance to start their own businesses from members of their families, friends, or personal savings. The report of the ILO (International Labour Organisation) of 2014 revealed that more than 50 percent of young entrepreneurs in many African countries encountered great difficulty in establishing their own businesses owing to a lack of finance (Kew, Herrington, Litovsky & Gale, 2013). Fatoki (2011) also emphasises that a lack of capital and access to markets constitute the principal obstacles for young entrepreneurs. Both Pretorius and Shaw (2004) and Atieno (2009) share this assessment, by maintaining that a lack of funding represents one of the main limitations to establishing new firms. The barriers which they identified in their case study are borne out, to a large extent, by the findings of a study which Robertson, Collins, Medeira, and Slatter (2003) conducted, from which they concluded that the principal obstacles to entrepreneurial success stemmed from problems in obtaining finance and with respect to taxation. They also concluded that a lack of marketing and managerial skills and financial expertise severely impeded the performance of many businesses. Both Lefebvre and Lefebvre (2002) and Peterman and Kennedy (2003) emphasise that managerial competency and related skills are essential to running new businesses in an efficient and sustainable manner.

To turn specifically to South Africa, Herrington, Kew, and Kew (2009) concluded from the findings of a study which they conducted that one of the most significant factors which served to impede the growth of entrepreneurship in South Africa concerned a lack of education and appropriate training, as it emerged that most high school pupils failed to complete their schooling. Ferreira, Do Paco, Raposo, and Rodrigues (2007) maintain that education is the most significant factor in relation to the intentions of young people to pursue entrepreneurial careers. Bhandari (2006), writing about entrepreneurial intentions of students in India, also found that education in entrepreneurship played a decisive role. Burger, O'Neill, and Mahadea (2004) point out that although South Africa does not suffer from a lack of creative spirit, it is only through education and training which permit young people to acquire entrepreneurial skills that they can become sufficiently empowered in an enabling environment. The same holds true for young people of Chad and other African countries. Isaacs, Visser, Friedrich, and Brijljal (2007) emphasise that education and training in entrepreneurship are essential to preparing young South Africans to contribute to economic growth. Consequently, Burger *et al.* (2004) maintain that schools have a crucial role to play in the lives of learners, by encouraging them to acquire relevant academic, business, and life skills.

According to the Global Entrepreneurship Monitor (GEM), at present in South Africa overall levels of education and training are too low to enable the youth to make a meaningful contribution to economic growth and socioeconomic development. This sombre assessment should provide the necessary incentive for relevant authorities to make the youth aware of the potential of entrepreneurship to enable them to lead fruitful and prosperous lives. Accordingly, the government needs to prioritise the

establishment of structures which are accessible to young people and enable them to develop the skills which they need to make them financially self-sufficient and able to contribute to the development of vibrant new sectors of the economy. The findings of many studies have confirmed that as most young people lack essential skills, they are effectively excluded from participating in the economy at levels beyond basic subsistence (Nieman & Nieuwenhuizen 2014). The establishment of appropriate institutions for training would enable young people to learn to develop their entrepreneurial visions and realign their thinking with respect to grasping and exploiting opportunities which their lack of imagination conceals from them at present. As Nieman and Nieuwenhuizen (2014) explain, some South African schools have already introduced entrepreneurship as a subject in their curricula. De Gobbi (2014) maintains that in order to ensure the effectiveness of the contributions of young entrepreneurs in any country, it is crucial to nurture an entrepreneurial culture which promotes the development of new ventures, through the implementation of relevant government programmes, campaigns, educational programmes, and training activities.

In recognition of the crucial role which the youth has to play in the economies of all of the countries of the world, organisations such as the ILO (International Labour Organisation), the UN (United Nations), the World Bank, and YBI (Youth Business International) have all made commitments to promoting entrepreneurship among the youth. They characterise entrepreneurship as a strategy for creating employment for the youth, a means of enabling young people to express their naturally innovative and creative qualities in ways which contribute to sustainable economic growth, and as an initiative to diversify the economies of countries by enabling the youth to participate actively and productively in a number of different sectors.

In Chad, The National Office for the Promotion of Employment has prioritised reducing unemployment among the youth by developing initiatives such as the PADE internship scheme, a support programme for graduates who lack working experience. The objective of the programme is to help new graduates to complement their theoretical knowledge with practical experience. In addition, the National Development Plan (2013-2015) prioritised the youth as follows:

- By establishing the Ministry of Micro, Small, and Medium Enterprises in 2011, to promote entrepreneurship among the youth.
- By recognising the marginalisation of the youth and women, particularly in rural areas.
- By recognising the necessity of creating employment by enabling increased numbers of young people to work in fields other than unskilled agricultural work.
- By integrating national cultural traditions into development programmes, to permit the youth to benefit from economic growth and socioeconomic development without losing their cultural identity.

2.10.1. Startup and expansion capital

As Pretorius and Shaw (2004:226) explain, for many aspiring entrepreneurs, obtaining access to finance can represent an almost insurmountable stumbling block. As they often experience great difficulty in convincing financiers to extend financial assistance to them (Birley & Muzyka, 2000), they frequently resort to drawing upon their personal savings or borrowing from members of their families or relatives in order to establish their businesses. It is widely acknowledged that limited access to financial resources represents one of the principal constraints which impede the establishing of SMEs in Chad. Young entrepreneurs are often particularly adversely affected in this respect and in many instances their creative ideas remain still born, as they are unable to develop them into sustainable businesses (Nieman & Nieuwenhuizen, 2014).

2.10.2. A lack of interest among the youth in careers in entrepreneurship

For many years in Chad, entrepreneurship has not generally been perceived as a field of endeavour which has potential to generate incomes and stimulate the national economy. Sandrock (2011) emphasises that young graduates should pursue careers in entrepreneurship and become self-employed, rather than confine their aspirations to finding employment. From this standpoint, equipping students to contemplate entrepreneurial careers during the course of completing their studies could be beneficial not only to their future careers, but also to economic growth in their respective countries.

2.10.3. Awareness of initiatives which support the launching of entrepreneurial ventures

According to Fatoki and Chindoga (2011), relatively few young people in countries throughout the world are aware that support is often accessible and available to people who desire to establish and run sustainable businesses. Consequently, it is likely that a lack of relevant information effectively precludes many young people who could become successful entrepreneurs from availing themselves of whatever assistance is provided to young entrepreneurs in their countries. It could also account for the generally low levels of interest in entrepreneurship which appear to prevail among the young people of Chad.

2.11. The development of entrepreneurship in developing countries

Audretsch, Keilbach, and Lehmann (2006) maintain that entrepreneurship is a fundamental driver of economic development in both advanced and underdeveloped countries. Although entrepreneurship plays a decisive role in entrepreneurial finance markets in developing countries, the types of obstacles which entrepreneurs in unindustrialised countries encounter tend to be significantly different from those which their counterparts who operate in developed economies are required to overcome. Some researchers have emphasised that one of the key functions of entrepreneurship in advanced economies is to promote economic growth through investment. The report of 2004 of the Economic Commission

for Africa, in relation to low levels of international trade, revealed that the general lack of an adequate electricity supply limited the ability of many countries to do business with African countries. Chigunta (2002) explains that gender plays a significant role in the contributions which young people make to the economies of developing countries, as males usually have more opportunity to become independent than females. According to Tesfayohannes (2005), factors such as cultural barriers also discourage people in particular demographic segments of societies from starting their own businesses. He explains by providing as an example of the efforts of the government of Botswana to minimise the effects of prejudices, in order to provide all citizens with opportunities to engage in entrepreneurial ventures. In addition, as it has been explained, one of the principal problems concerning encouraging entrepreneurship in developing countries is a general lack of awareness of the existence of the programmes which individual governments implement to provide financial support to aspiring entrepreneurs. As Maas and Herrington (2006) explain, as many young people are not informed of the support programmes which are available to them, as a consequence, they believe that no support is available from the governments of their countries.

The findings of a study which was conducted by the World Bank (2003) revealed that efforts to promote entrepreneurship in developing countries have concerned mainly the establishment of SMEs and the development of informal sectors. At present it is estimated that SMEs and the informal sectors of developing countries contribute of the order of 65 to 70 percent to the GDPs of developing countries, although in some countries the contribution of the informal sector is higher still. As the crucial contribution which SMEs could potentially make to the expansion of the economy of South Africa is widely acknowledged, Herrington *et al.* (2009) emphasise that without a significant increase with respect to the creation of new small and medium-sized enterprises, it is likely that economic growth in South Africa could suffer as a direct consequence. Consequently, it is possible to contend that the development of the SME sector is crucial to economic growth not only in South Africa, but also in other developing countries in Africa such as Chad, where the study upon which this thesis is based was conducted.

Despite the enormous potential of SMEs to promote economic growth, a great many obstacles can impede the emergence of vibrant SME sectors in some developing countries. Anheier and Seibel (1987) concluded that the factors which impeded the emergence of a successful SME sector in Ghana included a lack of finance, shortages of managerial skills, resources, and technology, inadequate experience with respect to administration, and a lack of access to transnational markets.

2.12. Conclusion

The literature which has been reviewed in this chapter consistently characterizes entrepreneurship as a process which entails turning innovative ideas into viable businesses. The phenomenon has been

recognised in western countries since the 17th century. It has been widely acknowledged as an effective means of reducing poverty, creating employment, and facilitating economic empowerment at the individual, family, and community levels in developing countries. Considerable attention has been given to the crucial role which entrepreneurship can play in stimulating economic growth and socioeconomic development in countries which had previously relied upon subsistence economies. The researcher also took care to provide an adequate distinction between entrepreneurial ventures and small businesses, by delineating the essential attributes and personality traits of successful entrepreneurs.

The development of entrepreneurship was assessed in relation to economic, motivational, and background factors, specifically with the pull and push factors which either motivate or induce people to endeavour to become entrepreneurs. The discussion moved to an evaluation of the factors which militate against the emergence of entrepreneurial cultures, particularly with respect to the contributions which vibrant youthful entrepreneurial sectors can make to economic growth and socioeconomic development in developing countries. The following chapter is devoted to an in-depth discussion of the research methodology which was developed in order to conduct the study.

CHAPTER THREE: RESEARCH METHODOLOGY

3.1. Introduction

This chapter takes the form of a discussion of the research methods which were used to collect and analyse the data which yielded the findings of this study. One or both of two main categories of research methods are usually used in research which endeavours to investigate the perceptions, beliefs, or opinions of people in relation to particular events, occurrences, or phenomena, namely, quantitative and qualitative research methods. The essential differences between the two types of methods concern the numerical nature of quantitative data, which is subjected to statistical analysis, while qualitative data usually takes the form of verbatim excerpts of information which participants provide. The study was conducted in order to determine the specific factors which discourage young Chadians from starting businesses, the factors which militate against the development of youth entrepreneurship in N'Djamena, and to identify the types of support which are available to young aspiring Chadian entrepreneurs. The discussion of the research methodology covers the research population, sampling techniques, the procedures which were followed during the conducting of the study, and the methods which were used to collect and analyse the data.

3.2. Research design

The definitions of research designs of Welman *et al.* (2009) and Garnerand Scott (2013) have been covered in Chapter 1. Although quantitative and qualitative research designs both have their own specific advantages and disadvantages, Terre Blanche, Durrheim, and Painter (2009) maintain that quantitative methodologies have two primary strengths, namely, the findings are easily generalised and the data is objective. In this study, the quantitative data was obtained by making use of a self-administered questionnaire. According to Bloomberg and Volpe (2008), researchers are able to use quantitative research methods to develop an understanding of the characteristics of particular sets of conditions, scrutinise relationships, and study the causes and effects of particular phenomena, all of which were of relevance to the objectives of this research study.

3.3. Research population

To elaborate upon the explanations of research populations of Gravetter and Forzano (2009) and Banerjee and Chaudhury (2010) which have been discussed in Chapter 1, in a more general sense, Greener (2008) characterises a research population as any group of people, animals, or objects whose members have specific characteristics which are of interest to researchers who intend to conduct particular research studies. From a slightly different standpoint, Burns and Grove (2003) describe a research population as comprising all of the members of particular population whose characteristics or

attributes enable them to meet the criteria which researchers require of participants for the purposes of their research studies. To recapitulate Chapter 1, the participants in this study were required to be members of one of two specific groups within the general population of N'Djamena:

- Young Chadians who were registered with the FONAJ.
- Young Chadian entrepreneurs who were running businesses in the formal sector of N'Djamena, who had registered their companies with the Trade and Personal Property Credit Register (TPPCR) of Chad.

3.4. Sampling techniques and sample size

To expand upon the fundamental definitions of sampling of Flick (2011) and Monette *et al.* which were cited in Chapter 1, sampling can also be considered as a systematic method of selecting potential participants for a scientific investigation, on the assumption that they would be able to provide relevant insights into the problem which is under investigation (Oppong, 2013). Although samples are theoretically drawn from entire research populations, researchers are obliged to draw their research samples from accessible populations. The accessible population is simply the segment of a research population from which a researcher is able to select a research sample in practice.

The present study's sample was drawn from large databases of the FONAJ and the TPPCR. The study made use of simple random sampling to select a total of 150 participants to respond to the survey questionnaire. Random sampling has advantages and disadvantages, but its popularity in quantitative research serves to emphasise that many quantitative researchers believe that its advantages outweigh any potential disadvantages. It reduces the possibility of bias as far as possible, as each individual member of a research population has an equal likelihood of being selected.

Both Collis and Hussey (2014) and Saunders *et al.* (2009) maintain that the size of a research sample needs to be sufficiently large to be representative of an entire research population. From the two databases from which the sample was drawn, the researcher calculated a sample size of 150, with 110 respondents being drawn from the FONAJ database and 40 from that of the Trade and Personal Property Credit Register (TPPCR) of Chad.

3.5. Unit of analysis

As Trochim (2006) explains, a unit of analysis is essentially the 'who' or 'what' which is analysed in any research study in the social sciences and constitutes the crucial first step in relation to deciding how data is to be analysed. It can take the form of an individual person, a specific group, or even an entire subset of society with respect to a particular event, occurrence, or phenomenon. For the purposes of this study, the unit of analysis comprised young Chadians in N'Djamena who were either registered with the

FONAJ or were young entrepreneurs in the formal sector who had registered their companies with the Trade and Personal Property Credit Register (TPPCR) of Chad.

3.6. The design of the survey questionnaire

The questionnaire made of five pages and included both closed-ended and open-ended questions (Please see Appendix A). As Iwu and Nxopo (2014) explain, closed-ended questions require respondents to select one or more answers from a list of responses, while open-ended questions require respondents to write out their answers on a reserved space, in order to explain their opinions. The closed-ended questions which the researcher formulated for the survey questionnaire which was administered in this study were accompanied by instructions which explained to respondents that they were required to respond according to a 5-point Likert scale, according to which 1= Strongly disagree, 2=disagree, 3=Uncertain, 4=Agree, and 5= Strongly agree.

The questionnaire was structured in a manner which required the respondents to respond to questions in five specific sections, namely:

- **Section A:** This section requested demographic information from the respondents, such as the age groups into which they fell, the levels of education which they had attained, and their genders. The aim of this section was to enable the study to begin to develop a broad profile of the research population and the young people who were particularly disposed to starting their own businesses.
- **Section B:** The questions in this section were formulated in order to obtain information such as the dates of registration and the ages of the businesses of the respondents, the obstacles which they had encountered in the running of their business, the reasons for which they had become entrepreneurs, and the managerial skills which they believed that people needed to acquire in order to start a business. Among the principal aims of section B were to enable the study to determine the ages at which the respondents had elected to become entrepreneurs and to increase the understanding of the researcher of the procedures which are entailed in the registration of businesses in Chad. The questions in section B were also intended to assist the researcher to answer the first of the research sub-questions, which concerned the factors which militate against young Chadians being able to start their own businesses and run them in a sustainable manner.
- **Section C:** The third section comprised questions which were intended to solicit information concerning the sectors in which the respondents believed that it was most difficult to start and run successful businesses. The questions were also intended to assist the researcher to answer

the second of the research sub-questions, by identifying the main obstacles which discourage young people in N'Djamena from engaging in entrepreneurial activities.

- **Section D:** The questions in the fourth section were formulated with a twofold purpose namely:
 - ✓ to obtain information concerning the types of support from the government which are available to assist young Chadians to launch entrepreneurial ventures;
 - ✓ To determine the level of awareness among the respondents of the types of support which are available to them. The information also enabled the researcher to answer the third of the research sub-questions.

- **Section E:** The final section was designed to solicit opinions from the respondents concerning the level of entrepreneurship among the youth in N'Djamena. In respects such as the obstacles which they encountered, the support which they received from the government, and the slow growth of entrepreneurship among the youth in the city.

3.7. Reliability and validity

As it is impossible to ensure absolute objectivity in social research, the findings of research studies need to be tested against the criteria of reliability and validity (Bless, Higson-Smith & Kagee, 2006). As Singh (2014) explains, ensuring the reliability of the findings of research studies increases their credibility and reduces the likelihood of personal bias on the part of individual researchers.

3.7.1. Reliability

Burns and Burns (2008) define reliability with respect to the degree to which the findings of research studies can be replicated. Further, Gray (2009) evaluates reliability in relation to the consistency with which research methods are used to obtain information from each participant in a research study. Gray (2009) advances a number of criteria for measuring reliability, namely stability, equivalence, internal consistency, inter-rater reliability, and intra-rater reliability. Polit and Beck (2017) also maintain that the reliability of the findings of a study depends upon whether the repeating of a study would generate similar findings. With respect to gathering data from a survey questionnaire, Gerrish and Lathlean (2015) emphasise that an appropriately formulated questionnaire, which is free of ambiguity, error, ensures the reliability of a study and the degree to which its findings can be trusted. Accordingly, the researcher conducted a pilot study by administering the questionnaire to ten randomly selected young entrepreneurs in N'Djamena who did not participate in the study and analysed the data which the questionnaires yielded for consistency.

3.7.2. Validity

Field (2005) defines the validity of the findings of a research study as a criterion which means of which it can be determined whether a study has measured what it had intended to measure. By contrast, Ghauri and Gronhaug (2005) apply the criterion slightly differently, by maintaining that validity is a measure of how relevant the data which has been collected is to the research topic. Gray (2009) explains that researcher's test the validity of the findings of their studies only after data has been collected by means of a research instrument such as a survey questionnaire and appropriately analysed. Brynard, Hanekom, and Brynard (2014) classify the criterion of validity according to five specific components, namely, content, criterion-related, construct, face, and external validity. Maree (2007) maintains that in order to ensure the validity of the research instruments which they intend to use, researchers should seek advice and assistance from other researchers and experts in the field of research, to determine whether the research instruments which they have chosen are suitable for collecting data in the types of studies which they intend to conduct. In the case of this study, the researcher discussed the questionnaire with colleagues, before submitting it to her supervisor for him to assess whether any changes would be necessary. As the researcher's supervisor has worked in the field of business management and entrepreneurship for many years, he is sufficiently skilled and experienced to assist the researcher to validate the research instrument to permit her to conduct a survey whose findings were both reliable and valid. Once the changes which the supervisor had recommended had been made and the questionnaire had been resubmitted and approved by the supervisor, the researcher sent it to the Ethics Committee of the Faculty of Business and Management Sciences of the Cape Peninsula University of Technology for approval. In accordance with the recommendation of Saunders *et al.* (2009), the questionnaire was then translated into French, to enable the respondents to understand and answer the questions. The researcher also endeavoured to follow the advice of Maree (2007), by ensuring that the questionnaire contained no questions which required only affirmative or negative answers, which he maintains should be avoided because they tend to oversimplify considerations which are put to respondents. The researcher also took great care to avoid statements which could be construed as reflecting social, cultural, or religious prejudices and to ensure that a single standardised questionnaire was administered to all respondents.

3.8. The process of collecting the data

The questionnaire was accompanied by a brief description of the research topic, an explanation of the significance of the investigation to entrepreneurship among the youth of N'Djamena, and the value of the contribution of each respondent to the study. The data was gathered over a period of 32 days, from 29 October to 30 November of 2017. Although the researcher had originally intended to distribute the questionnaires to most of the respondents in the form of e-mail messages, she subsequently elected to

meet the respondents in person, as most did not have e-mail accounts. The data was gathered from 10 am to 3pm each day. The researcher used the drop-off and pick-up method which Allred and Ross-Davis (2010) suggest, in order to maximise the response rate. As they explain, the method permits both face-to-face contact and direct verbal communication, which enables researchers to explain any questions which individual respondents are unable to understand. The researcher met groups of respondents in public spaces, in accordance with their preferences. At each meeting, the researcher explained to the participants why they had been selected to participate in the survey. On the first day, only 12 questionnaires were distributed to young entrepreneurs, who completed them on that day. Only four of the first group completed the questionnaires and returned them to the researcher in the form of e-mail messages. Of the 150 questionnaires which the researcher distributed, 85 were completed and deemed to be usable. As it was explained in Chapter 1, the researcher calculated the response by using the following formula:

$$\text{Response rate} = \frac{85}{150} * 100 = 57\%$$

3.9. Analysis of the data

The discussion of the procedures which researchers follow in order to analyse data commenced in section 1.7.6. of Chapter 1, with an introductory discussion which drew upon the comments of Cooper and Schindler (2008) and Gwija *et al.* (2014). In addition, Blaikie (2003) explains that analysing the data constitutes a crucial step in the research process, as it enables researchers to answer the research questions which they have formulated to guide their studies by interpreting their findings. The researcher elected to analyse the data by making use of the Microsoft Excel Data Analysis and Business Modelling software programme, a software package whose versatility Meyer and Avery (2009) maintain is often overlooked.

3.10. Ethical considerations

To continue the discussion of the ethical standards which commenced in section 1.8 of Chapter 1, consulting the publication *Planning Ethically Responsible Research* by Sieber and Tolich (2013) made the researcher acutely aware of the need of all professional researchers in the social sciences. It helped the researcher to adhere rigorously to codes of professional conduct, respect and uphold the rights of participants, and take all reasonable measures to ensure that they are not exposed to the risk of any form of harm whatsoever. Accordingly, the researcher ensured that the participants were aware that their participation in the study would be completely voluntary and that they would be within their rights to withdraw their participation at any time, without incurring penalties of any sort whatsoever. She also ensured that they were properly informed of the nature of the research, in order to enable them to make

informed decisions concerning whether or not they wished to participate and that they understood that the information which they provided would be treated as strictly confidential and that their anonymity would be preserved at all times.

3.11. Background to the country in which the study was conducted: Chad

Chad is a landlocked country in Central Africa and comprises several regions. To the south is the fertile Sudanian Savanna zone, while the north is a desert region, and the central region is dominated by the infertile Sahel, a region which Chad shares with nine other African countries. Chad shares borders with six other countries: Libya in the north, Sudan in the east, the Central African Republic in the south, Cameroon in the southwest, and Nigeria and Niger in the west. N'Djamena is the capital and the city in which this research study was conducted. Although French and Arabic are the two official languages, over 200 languages and dialects are spoken among the different tribes, which create a diverse range of social structures. Chad is one of many African countries which have been ravaged by wars and civil conflicts.

Since 2003, the country has developed its oil industry, although other sectors such as agriculture contribute to its development and SMEs continue to play a steadily increasing role in the development of the economy. In order to promote entrepreneurship among the youth and to support the growth of the SME sector, the government, through the National Office for the Promotion of Employment and the FONAJ, has begun to implement two programmes. The first is a programme which provides support to young people to enable them to start their own businesses and become independent, while the second provides support to young graduates who lack experience in business.

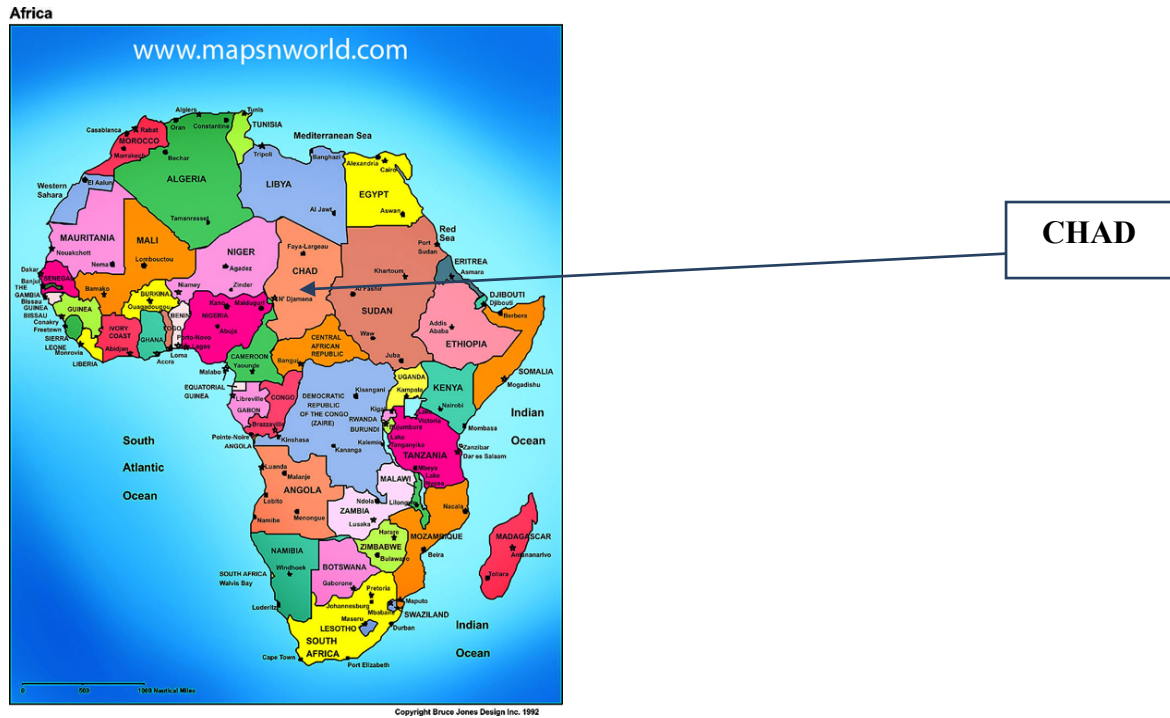


Figure 3.1: Map of the African continent

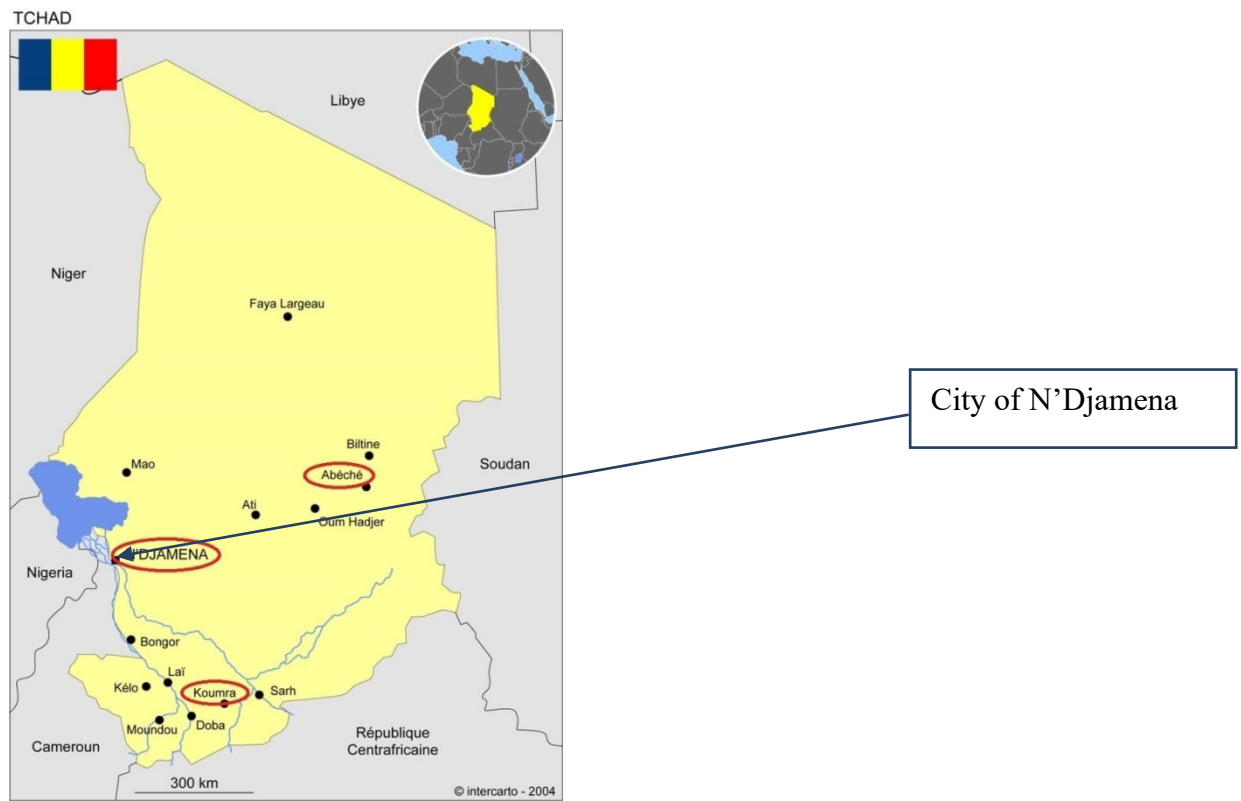


Figure 3.2: Location of N'Djamena in Chad

3.12. Conclusion

This chapter was devoted to a detailed discussion of the research methodology which was developed to make an empirical assessment and evaluation of the barriers which discourage the youth from embarking upon entrepreneurial careers and launching entrepreneurial ventures in N'Djamena. The researcher arrived at a sample size of 150 young entrepreneurs who would be randomly selected from a research population which comprised two appropriate databases. The criteria for inclusion in the sample required the participants to be young Chadians who were either registered with the FONAJ or were entrepreneurs who had registered their businesses with the Trade and Personal Property Credit Register (TPPCR) of Chad.

The researcher distributed the questionnaires in person to the participants. Although 150 questionnaires were distributed, only 85 usable completed questionnaires were received from the respondents. As soon as the researcher had collected all of the data from the questionnaire, the analysis of the data commenced. The next chapter takes the form of a presentation, discussion, and analysis of the findings of the study.

CHAPTER FOUR: PRESENTATION AND DISCUSSION OF THE FINDINGS

4.1. Introduction

To recapitulate, the study formulated four specific objectives to achieve the principal objective. The findings of the study are presented and discussed in this chapter, in order to enable the researcher to draw relevant conclusions from them and make a meaningful contribution to the existing body of knowledge concerning youth entrepreneurship in Chad. The discussions of the findings which are presented in the form of descriptive statistics are illustrated in tables and bar graphs.

4.2. Descriptive statistics

4.2.1. Demographic profiles

Table 4.1 summarises the demographic profiles into which the participants in the study fell.

Table 4.1: Demographic profiles of the participants

Age group	Male	Female	Total	Highest level of educational attainment				Valid Percentage Age group
				Primary school	High school	College	University	
21-25	12	3	15	0	0	6	9	18%
26-30	28	2	30	0	0	8	21	35%
31-35	35	5	40	0	0	18	23	47%
Total	75	10	85	0	0	32	53	100%
Valid Percentage Gender & Highest level of educational attainment	88%	12%		0%	0%	38%	62%	

A significant majority 47 percent were from 31 to 35 years of age, while 35 percent ranged from 26 to 30 years old, and a relatively small minority of 18 percent from 21 to 25 years old. It appears to be entirely plausible that the small number of young entrepreneurs from the ages of 21 to 25 years in the research sample could be attributed, to a large extent, to many young people being enrolled at either universities or tertiary colleges. Nevertheless, it remains imperative that young people who possess entrepreneurial acumen should be assisted and encouraged to start their own businesses, in order to promote the development of a vibrant SME sector in N’Djamena. Compelling examples are provided by some of the richest people in the world, such as Bill Gates of Microsoft, Steve Jobs (Apple), and Mark Zuckerberg (Facebook), who all commenced their entrepreneurial activities and displayed their entrepreneurial verve at very early ages. Consequently, the government of Chad should facilitate the

emergence of young entrepreneurs during their high school years or while they are studying at universities or colleges, thereby motivating them at early ages and making them aware of the limitless potential of entrepreneurship, both for themselves and for the economy of their country. As the researcher pointed out in section 2.10 of Chapter 2, De Gobbi (2014) emphasises that it is essential to develop an entrepreneurial culture which facilitates the development of new categories of entrepreneurial ventures, an enterprise in which the governments of individual countries can play decisive roles by establishing appropriate institutions and implementing relevant educational and training programmes.

It illustrates that males comprised a significant majority of 88 percent of the research sample, while females comprised the remaining 12 percent. This finding suggests that the potential for young female entrepreneurs to contribute to socioeconomic development in N'Djamena remains largely untapped at present. The finding also appears to square with the assessment of Chigunta (2002), who maintains that young males have significantly more opportunities to become independent in developing countries than their female counterparts and that distributions of young entrepreneurs are skewed along gender lines as a direct consequence. Fatoki and Chindoga (2011) also maintain that sociocultural restrictions serve to preclude many women from participating in entrepreneurial activities in developing countries. Kamberidou (2013) explains that although entrepreneurship has great potential to reduce levels of unemployment among women and to make a significant contribution to eradicating poverty in developing countries, relevant authorities often appear to be reluctant to encourage women to become entrepreneurs. Although general levels of literacy are low in Chad, the rate of literacy among females has been reported by UNESCO (2016) to stand at 13.96 percent, as opposed to 22.31 percent for males. Consequently, the large majority of Chadian women are effectively precluded from participating in entrepreneurial activities. By contrast, in South Africa, female entrepreneurs play a significant role in the economy of the country and creating employment (Akhalwaya & Havenga, 2012). Although they make significant contributions to socioeconomic development in their societies, the success of female entrepreneurs is often impeded to far greater extent by sociocultural factors than that of their male counterparts (Grant & Hallman, 2006). Akhalwaya and Havenga (2012) maintain that the progress of women in business continues to be frequently undermined by discrimination and gender stereotyping.

As it can be seen from the table, all of the participants had received tertiary education or training, with 38 percent having attended colleges and 62 percent universities. As none has advanced only as far as primary or high school, it was possible to conclude that all or most had begun their careers as entrepreneurs after they had matriculated. Consequently, the inclusion of entrepreneurial modules in high school curricula would enable young people to acquire entrepreneurial skills and have access to opportunities to make early starts to their entrepreneurial careers. As Blanchflower and Oswald (1998) point out, youth entrepreneurship plays a number of crucial roles in socioeconomic development. First,

it absorbs young into the private sector while at the same time enabling them to become financially independent and contributing to economic growth through the growth of the SME sector. As individual SMEs achieve growth, not only do their contributions to national economies increase, but they are also able to create opportunities for employment for more people, thereby contributing to making the economies of their countries increasingly robust and combating social ills such as unemployment. Successful young entrepreneurs who have a stake in the economies of their countries also contribute to economic stability, which, in turn, encourages socio-political stability. For all of these reasons, the government of Chad needs to prioritise youth entrepreneurship and spare no effort to promote the growth of an SME sector in which young entrepreneurs thrive.

It can be seen from the bar graph that a majority of 42 percent of the participants had been running their businesses for less than 1 year, while a further 32 percent had been doing so for from 1 to 3 years. A smaller group which comprised 15 percent of the sample had been running their businesses for from 3 to 5 years and a still smaller group of 11 percent had been in business for more than 5 years. Consequently, it could be concluded that the majority of the businesses whose owners participated in the study were new.

4.2.2. Information pertaining to the businesses of the participants

4.2.2.1. The periods for which businesses of the participants had been in operation

Figure 4.1 illustrates by means of a bar graph the periods for which the businesses of the participants had been in operation at the time of the conducting of the study.

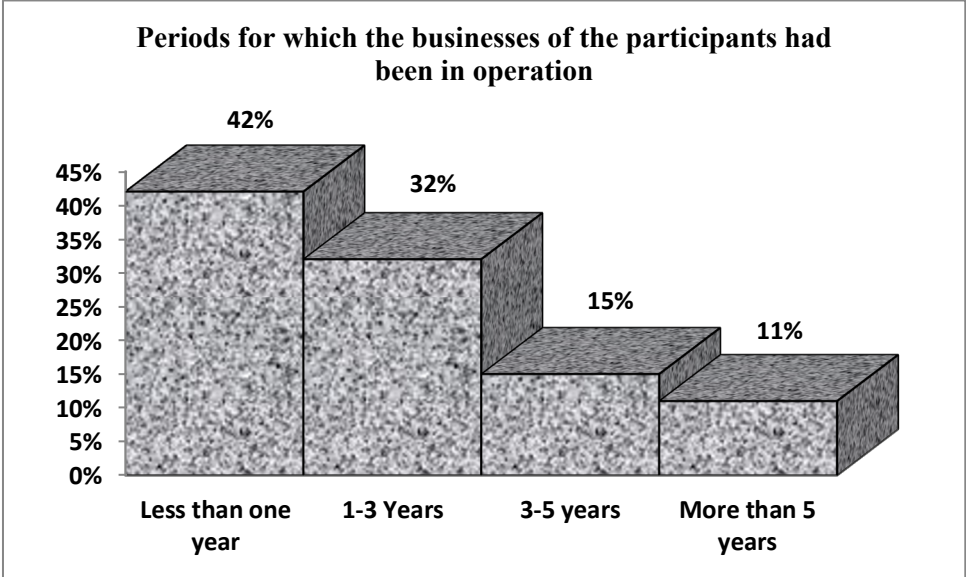


Figure 4.1: Periods for which the businesses of the participants had been in operation

It can be seen from the bar graph that a majority of 42 percent of the participants had been running their businesses for less than 1 year, while a further 32 percent had been doing so for from 1 to 3years. A smaller group which comprised 15 percent of the sample had been running their businesses for from 3 to 5 years and a still smaller group of 11 percent had been in business for more than 5 years. Consequently, it could be concluded that the majority of the businesses whose owners participated in the study were new.

4.2.2.2. The ease with which businesses can be registered in N’Djamena

This section of the findings concerns the degree of difficulty which the participants reported that they encountered in registering their business in N’Djamena.

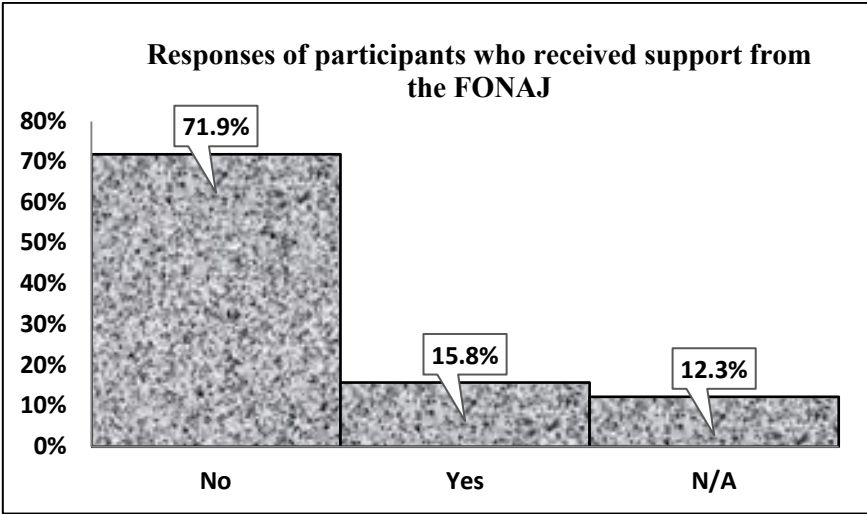


Figure 4.2: Responses of the participants who received support from the FONAJ

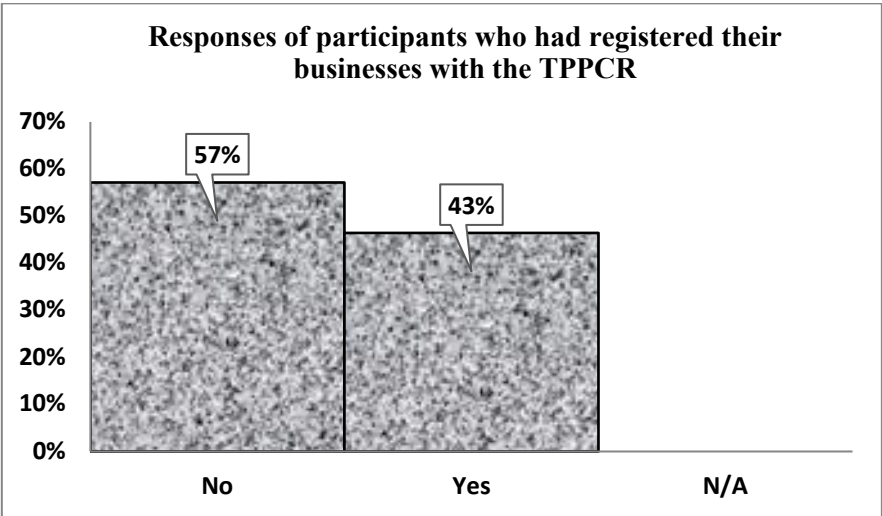
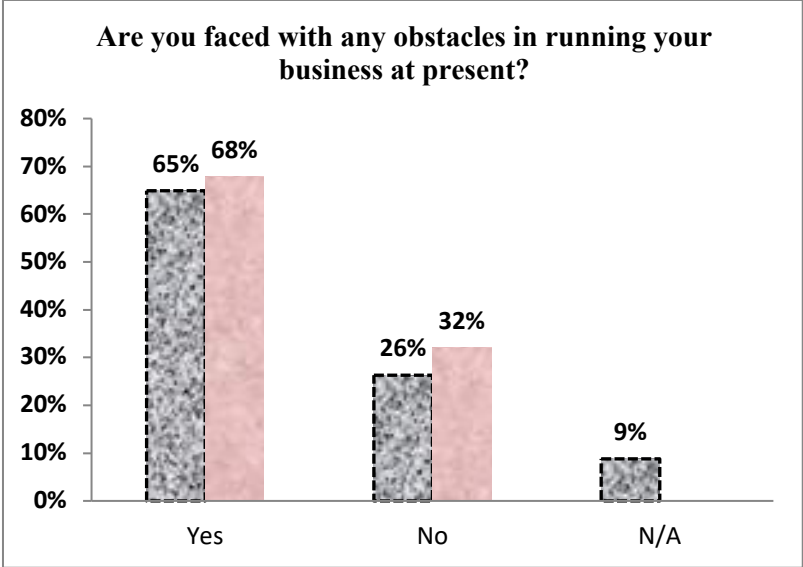


Figure 4.3: Responses of the participants who had registered their businesses with TPPCR

The findings reveal that most of the participants believed that the procedure for registering businesses in N’Djamena was a time-consuming one, with 72 percent of the participants who received support from the FONAJ and 57 percent of those who had registered their businesses with the TPPCR responding negatively to the statement that registration could be accomplished quickly. By contrast, 16 percent of the participants who received support from the FONAJ and 43 percent of those who had registered their businesses with the TPPCR agreed with the statement and 12 percent of those who received support from the FONAJ did not respond to the statement. The overall finding was that a significant majority of the participants did not agree with the statement.

4.2.3. Obstacles with which the participants were faced at the time of the conducting of the study





Participants who received support from the FONAJ 
 Participants who had registered their businesses with the TPPCR 

Figure 4.4: Perceptions of the participants concerning whether they were faced with obstacles in the running of their businesses

It can be seen from the bar graphs in Figure 4.4 that 65 percent reported that they had encountered obstacles in running their businesses, despite the support which they received from the FONAJ, a relatively small minority of 26 percent of this group responded negatively to the question, while 9 percent did not respond at all. A similar proportion of 68 percent of the research sample, which comprised young entrepreneurs who had registered their businesses with the TPPCR, responded that they did encounter obstacles, while 32 percent responded that they did not. The principal conclusion which can be drawn from this finding is that a significant majority of the participants experienced

difficulty in running their businesses effectively. Table 4.3 provides a summary of the most common obstacles which the participants who received support from the FONAJ encountered in the running of their businesses.

4.2.4. Obstacles encountered by the participants

4.2.4.1. Participants who received support from the FONAJ

Table 4.2: Obstacles encountered by the participants who received support from the FONAJ

Category of obstacle	Frequency	Percentage
- A lack of adequate financial support	25	44%
- A lack of following up by the FONAJ	37	65%
- A lack of electricity and access to the internet	22	39%
- A lack of sustainable markets	15	26%
- A lack of skills in business management	12	21%
- A lack of support from the families of young entrepreneurs	25	44%
- A lack of support for SMEs by the government	35	61%

Table 4.2 summarises the types of obstacles which the participants who received support from the FONAJ impeded the success of young entrepreneurs in N’Djamena.

4.2.4.1.1. A lack of adequate financial support

A significantly large group which comprised 44 percent of the participants who received support from the FONAJ maintained that the FONAJ did not provide them with adequate support in the form of financial resources which matched their needs. The finding suggests that as some young entrepreneurs find it difficult to run their businesses successfully even if they receive a measure of financial support, some young entrepreneurs may be able to make more effective use of the financial support which they receive than others. The finding also corroborates the assessment of Pretorius and Shaw (2004), in the literature review that a lack of financial assistance constitutes one of the principal limitations with respect to the launching of new ventures and enterprises and those of other researchers who were cited, that many potentially promising enterprises are effectively still born owing to insufficient resources.

4.2.4.1.2. A lack of following up by the FONAJ

A large majority of 65 percent of the participants contended that the FONAJ failed to monitor the progress of their businesses. This allegation has adverse implications for both the young entrepreneurs who receive assistance from the organisation and for the sustainability of the support which the organisation provides. In many instances, a lack of adequate monitoring could prevent deserving cases receiving assistance when they need it most and the apparent lack of accountability with respect to the results which entrepreneurs achieve with the financial support which they receive could result in a great deal of the assistance which is available being fruitlessly squandered.

4.2.4.1.3. A lack of sustainable markets

Nearly half (36%) of the participants who had registered their businesses with the TPPCR and 26.32 percent of the participants who received support from the FONAJ believed that the growth of their businesses was hindered by a lack of sustainable markets. This finding accords with the assessment of Nieman and Nieuwenhuizen (2009) that a lack of sustainable markets for the goods and services which entrepreneurs offer can result in the failure of their businesses.

4.2.4.1.4. A lack of support from the families of young entrepreneurs

A significantly large portion of 44 percent of the participants who received financial support from the FONAJ and a large majority of 65 percent of those who had registered their businesses with the TPPCR maintained that they did not receive adequate support from their families in the forms of encouragement and financial assistance to enable them to run their businesses successfully. These findings tend to be significantly at variance with the trends which Tengeh, Ballard, and Slabbert (2012) identified with respect to businesses which were started and run by immigrants in the Cape Town metropolitan area in South Africa. In the literature review, the researcher made reference to the contention of Lall and Sahai, (2008) that people are particularly likely to follow entrepreneurial careers and to be supported by their families in their endeavours if their parents are entrepreneurs. From this standpoint, it would be possible to conclude that many young entrepreneurs in N'Djamena do not receive adequate support from their families owing to a general lack of an enduring entrepreneurial culture which spans generations.

4.2.4.1.5. A lack of support for SMEs by the government

Large majorities of 61 percent of the participants who received support from the FONAJ and 68 percent of those who had registered their businesses with the TPPCR maintained that a lack of support from the government for SMEs deprive young from starting their own businesses. This finding suggests that many young aspiring entrepreneurs in N'Djamena are effectively precluded from contributing to the growth of a young and vibrant SME sector because they do not have access to appropriate support from the government. By contrast, the literature review revealed that the governments of many countries

throughout the world have adopted proactive strategies to promote the growth of their SME sectors in the interests of promoting economic growth. As Lall and Sahai (2008) explain, many governments actively implement programmes and policies in order to promote entrepreneurship in many sectors of the economies of their countries.

4.2.4.2. Participants who had registered their companies with the TPPCR

This section of the findings is devoted to the responses of the participants who had registered their businesses with the TPPCR with respect to the types of obstacles which they encountered in the running of their businesses.

Table 4.3: Obstacles encountered by the participants who had registered their businesses with the TPPCR

Table 4.3 summarises the types of obstacles which the participants who had registered their businesses with the TPPCR believed hindered the success of young entrepreneurs in N’Djamena.

Category of obstacle	Frequency Number	Percentage Percent
- A lack of financial resources	16	57%
- A lack of support by the government for SMEs	19	67%
- A lack of support from the families of young entrepreneurs	18	64%
- A lack of skills in business management	14	50%
- High interest rates and the difficulty which obtaining bank loans entails	17	61%
- A lack of sustainable markets	10	36%
- A lack of electricity and access to the internet	18	64%
- A lack of information	17	61%

4.2.4.2.1. A lack of skills in business management

A significant portion of 50 percent of those who had registered their businesses with the TPPCR and 21 percent of the participants who received support from the FONAJ believed that a lack of skills in

business management impeded the development of entrepreneurship in N'Djamena. Essential managerial skills include skills with respect to attributes and capacities such as leadership, management, marketing, and the ability to manage finances. In the literature review, Ferreira *et al.* (2007) emphasise that education represents the most significant factor in enabling young people to acquire the knowledge and skills which are needed to run a business successfully, while Robertson *et al.* (2003) maintain that a lack of marketing and managerial skills and financial expertise constitute some of the principal factors which impede entrepreneurial performance. Both Lefebvre and Lefebvre (2002) and Peterman and Kennedy maintain that competence in management and the skills which competent management requires are essential prerequisites for starting new businesses. Bhandari (2006) also found that education which has a specific entrepreneurial orientation exerted a significant influence upon the entrepreneurial intentions of students in India.

4.2.4.2.2. High interest rates and the difficulty which obtaining bank loans entails

An even larger majority of 61 percent of the participants maintained that the interest rates on bank loans were excessively high and that banks were unwilling to provide loans without rigorous conditions concerning guarantees. This finding tends to be borne out by the literature review, as Robertson *et al.* (2003) concluded from their findings that among the principal obstacles to entrepreneurial success were the difficulties which were inherent in obtaining finance and high rates of taxation.

4.2.4.2.3. A lack of electricity and access to the internet

A significantly large majority of 64 percent of the participants and 38.60 percent of the participants who received support from the FONAJ maintained that a lack of electricity and access to the internet represented two of the greatest obstacles for young entrepreneurs in N'Djamena. As the cost of access to the internet in Chad is one of the highest in the world, it is a luxury for most citizens. In addition, a majority of the population does not have electricity.

4.2.4.2.4. A lack of information

Nearly all (61%) of the participants maintained that they were not aware of the availability of information concerning government programmes which provide support to young entrepreneurs. This finding suggests that the majority of young Chadians may believe that the government does not implement any strategies or programmes to promote entrepreneurship among the youth of the country. Consequently, it is possible to conclude that a lack of effective communication pertaining to entrepreneurial opportunities which are available to the youth serves to preclude many young people from endeavouring to engage in entrepreneurial activities. Some of the literature which was reviewed

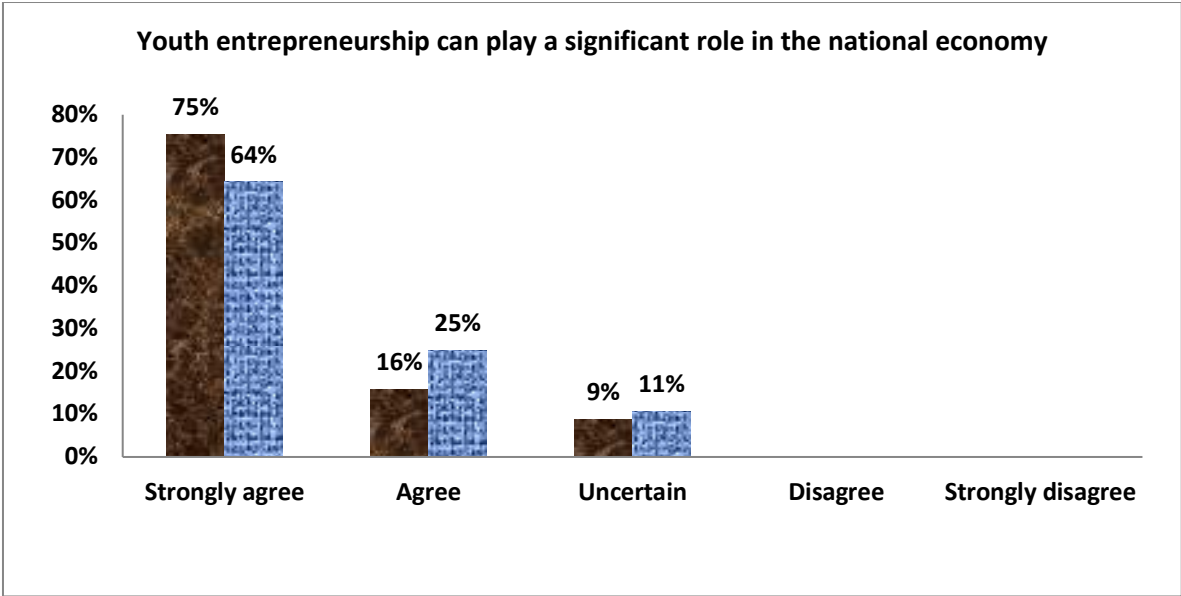
also suggested that in many developing countries, relatively few young people are aware of the entrepreneurial support which is accessible and available to anyone who desires to run a sustainable business (Fatoki & Chindoga, 2011; Tengeh *et al.*, 2012). Although the governments of some developing countries provide funds through initiatives to support young entrepreneurs, not all potential young entrepreneurs are able to avail themselves of the financial support as a consequence of being unaware of the opportunities which are available to them.

4.2.4.2.5. A lack of financial resources

A significant majority of 57 percent of the participants who had registered their businesses with the TPPCR maintained that their efforts to expand their businesses were hamstrung by a lack of financial resources. The finding accords with the conclusion of Volery *et al.* (1997), which was cited in the literature review, that a lack of resources represented one of the principal barriers to enabling businesses to become properly established in Western Australia.

4.2.5. The role of youth entrepreneurship in the national economy

The bar graph in Figure 4.5 illustrates the responses of both groups of participants to the statement that youth entrepreneurship can play a significant role in national economy.





Participants who received support from the FONAJ 
 Participants who had registered their businesses with the TPPCR 

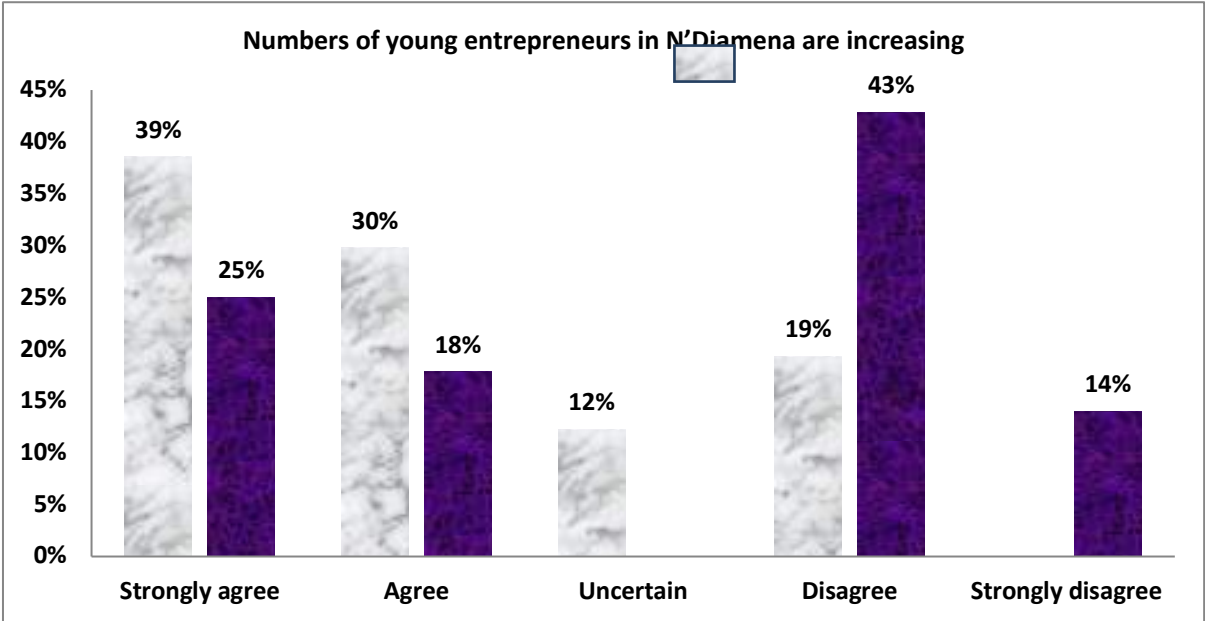
Figure 4.5: The role of youth entrepreneurship in the national economy

The majority of 75 percent of the participants who received support from the FONAJ and 64 percent of those who had registered their businesses with the TPPCR strongly agreed that youth entrepreneurship could play a significant role in the national economy, while 16 and 25 percent respectively agreed with the statement and 9 and 11 percent respectively were uncertain.

It was evident from this finding that nearly all of the participants believed that young entrepreneurs have an increasingly significant role to play in the national economy of their country, a perception which accords with the explanation which Blanchflower and Oswald (1998) provide of the several simultaneous functions which youth entrepreneurship performs in promoting socioeconomic development, which was covered in Section 2.6 of Chapter 2.

4.2.6. Increasing numbers of young entrepreneurs in N’Djamena

The bar graph in Figure 4.6 illustrates the spread of responses of the participants to the statement that numbers of young entrepreneurs in N’Djamena are increasing.



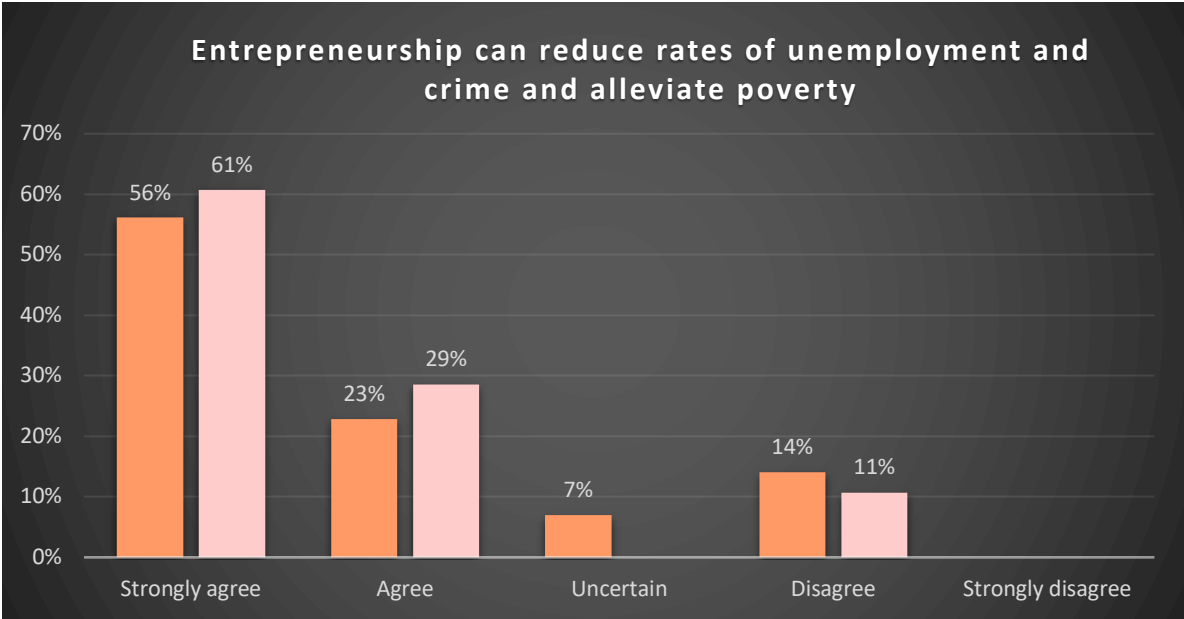
Participants who received support from the FONAJ
 Participants who had registered their businesses with the TPPCR

Figure 4.6: Responses to the statement ‘Numbers of young entrepreneurs in N’Djamena are increasing’

The findings which this item in the questionnaire generated reveal that 69 percent of the participants who received support from the FONAJ and 43 percent of those who had registered their businesses with the TPPCR either agreed or strongly agreed that the numbers of young entrepreneurs in N’Djamena were increasing. By contrast, 12 percent of the participants who received support from the FONAJ were uncertain and 19 percent disagreed, while 57 percent of the participants who had registered their businesses with the TPPCR either disagreed or strongly disagreed. These findings reveal that although there was a considerable degree of variance among the perceptions of the participants concerning whether numbers of young entrepreneurs were increasing in N’Djamena and increases and decreases cannot be easily measured because not all young entrepreneurs register their businesses with the TPPCR, there was a distinct polarisation between the responses of the two groups of participants. Those who received support from the FONAJ tended to believe that the numbers of young entrepreneurs in the city were increasing, while those in the other group tended to believe that they were not . If time had permitted the researcher to add a qualitative dimension to the study, it may have been possible to determine whether or not the differences between the general perceptions of the two groups of participants were of any particular relevance to the conclusions which were drawn from the findings of the study.

4.2.7. Entrepreneurship can reduce rates of unemployment and crime and alleviate poverty

The bar graph in Figure 4.7 illustrates the distributions of the responses of the participants to the statement that entrepreneurship can reduce rates of unemployment and crime and alleviate poverty.



Participants who received support from the FONAJ

Participants who had registered their businesses with the TPPCR

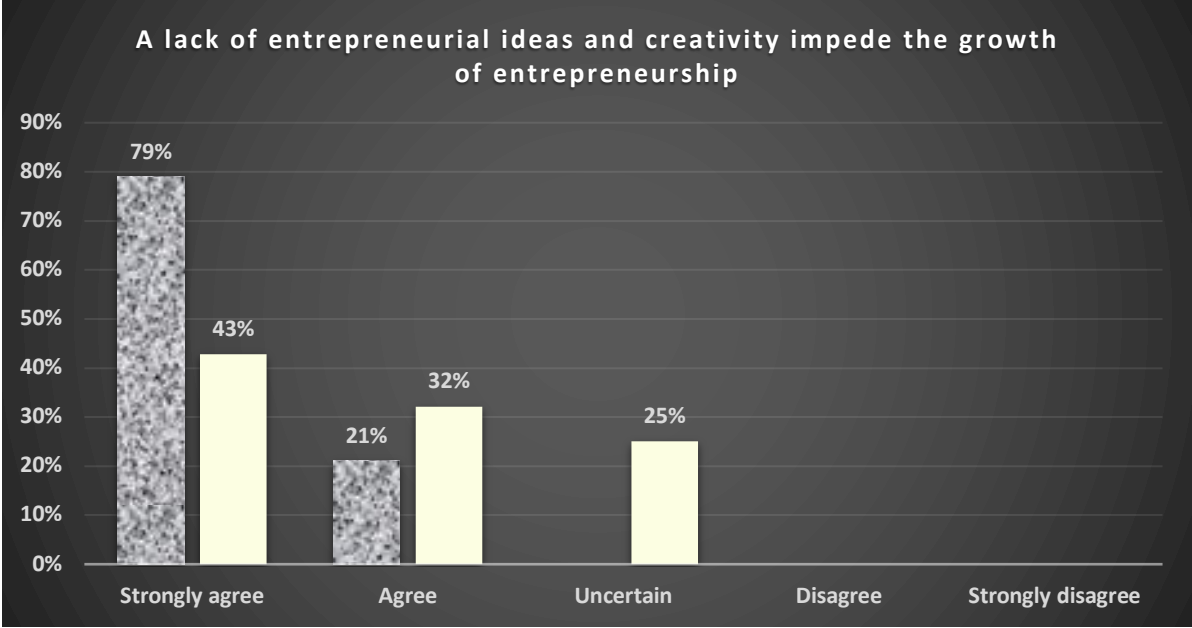


Figure 4.7: Responses of the participants concerning the potential of entrepreneurship to reduce rates of unemployment and crime and alleviate poverty

A majority of 79 percent of the participants who received support from the FONAJ and 90 percent of those who had registered their businesses with the TPPCR either agreed or strongly agreed that entrepreneurship could reduce rates of unemployment and crime and alleviate poverty, while 14 percent of the former disagreed, 7 percent were uncertain, and 11 percent of the latter disagreed with the statement. The overall finding was that there was a considerable degree of consensus among all of the participants that entrepreneurship is able to play a meaningful role in combating social ills such as unemployment, crime, and poverty. This finding accords with the assessments of many of the writers and researchers who were cited in the literature review. Landes (1998) maintains that entrepreneurship plays a decisive role in economic development, enabling countries to become competitive in global markets, stimulating the development of new and innovative products and services, and reducing levels of poverty. From a similar standpoint, both Marais (2005) and Petrakis (2005) maintain that facilitating the establishment and ensuring the sustainability of SMEs are essential for achieving economic growth and alleviating poverty, while the FinMark Trust (2006) emphasises that one of the most efficacious approaches to reducing unemployment entails increasing the potential of small businesses to create employment and to promote the development of small businesses.

4.2.8. A lack of entrepreneurial ideas and creativity impedes the growth of entrepreneurship

The bar graph in Figure 4.8 illustrates the spread of responses of the participants to the statement that a lack of entrepreneurial ideas and creativity impede the growth of entrepreneurship.



Participants who receive support from the FONAJ 


Participants who had registered their businesses with the TPPCR 

Figure 4.8: A lack of entrepreneurial ideas and creativity impede the growth of entrepreneurship

The responses revealed that all of both groups of participants either agreed with the statement that a lack of entrepreneurial ideas and creativity impede the growth of entrepreneurship, apart from 25 percent of the participants who had registered their businesses with the TPPCR, who were uncertain. In the literature review, the researcher considered the profile of an entrepreneur which Hisrich (1990) advances, as an innovator, a person who is able to turn circumstances, conditions, and available resources into opportunities, and one who is able to accept risks and the possibility of failure. Accordingly, this definition could assist policy makers to formulate programmes which are able to identify young people who possess entrepreneurial flair and acumen and courses in relevant institutions which enable young people to develop entrepreneurial qualities and attributes.

4.2.9. A lack of capital represents a great obstacle to launching entrepreneurial ventures

The graph below demonstrates the degree to which respondents in this research agreed or disagreed that the lack of capital is the major obstacle.

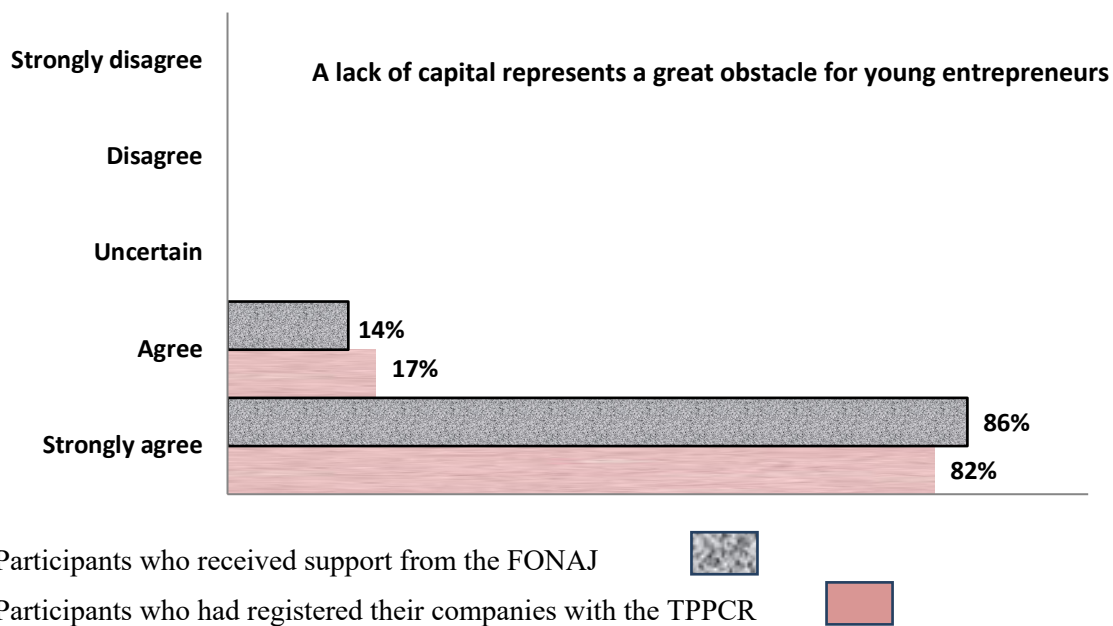


Figure 4.9: A lack of capital represents a great obstacle for young entrepreneurs

All of both groups of participants either agreed or strongly agreed with the statement that a lack of capital represents a great obstacle for young entrepreneurs. This finding accords with that of the report of the International Labour Organisation of 2014, which revealed that more than 50 percent of young entrepreneurs in several African countries experienced great difficulty in starting their own businesses owing to a lack of finance (Kew *et al.*, 2013). As it was explained in the literature review, Fatoki (2011) maintains that a lack of capital and a lack of access to available markets are among the main obstacles with which young entrepreneurs are often faced.

4.2.10. Fear of failure discourages many young people from attempting to start and run their own businesses

The bar graph in Figure 4.10 illustrates the spread of responses of the participants to the statement that fear of failure discourages many young people from attempting to start and run their own businesses.

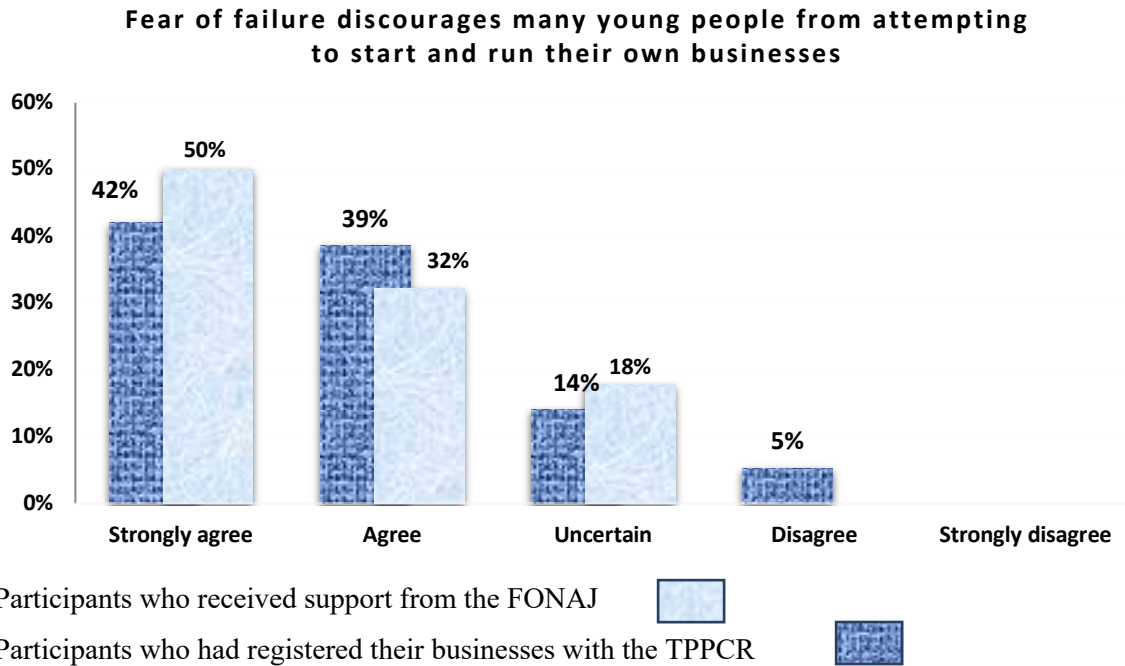
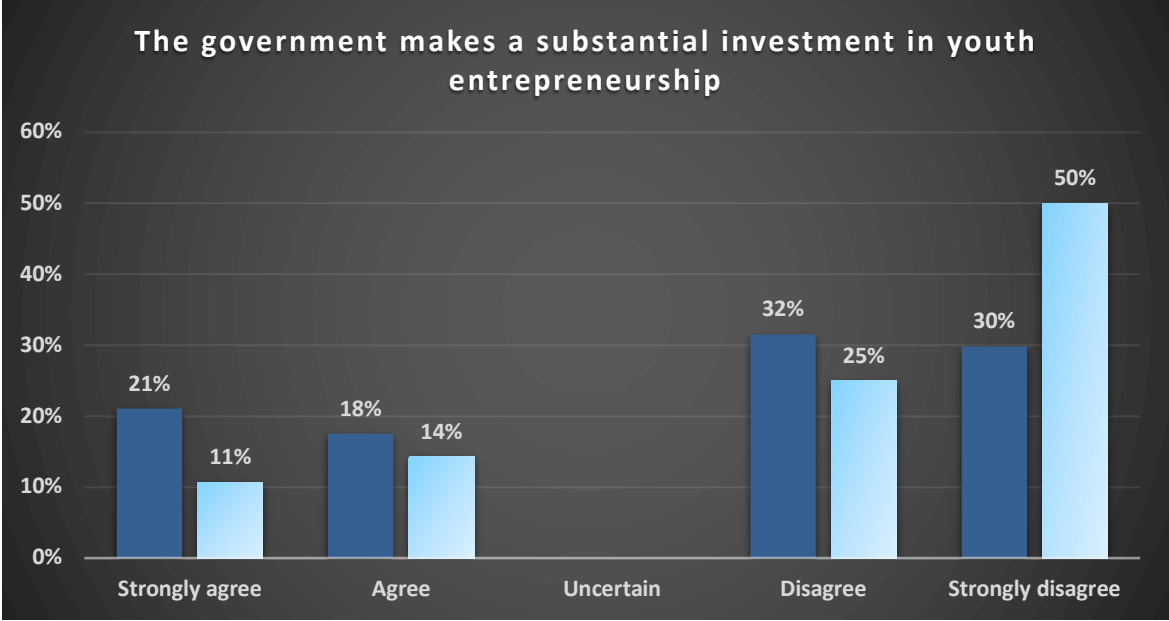


Figure 4.10: Fear of failure discourages many young people from attempting to start and run their own businesses

As it can be seen in Figure 4.10, 81 percent of the participants who received support from the FONAJ either agreed or strongly agreed with the statement that fear of failure discourages many young people from attempting to start and run their own businesses, while 82 percent of those who had registered their businesses with the TPPCR either agreed or strongly agreed with it. By contrast, 14 percent of those who received support from the FONAJ and 18 percent of those who had registered their businesses with the TPPCR were uncertain and a very small minority of 5 percent of those who received support from the FONAJ disagreed with the statement. The highly prevalent perception among the participants that fear of failure deters many potential young entrepreneurs from contemplating entrepreneurial careers suggests that appropriate education in entrepreneurship could provide young people with the skills, knowledge, and self-confidence which they need to pursue successful entrepreneurial careers.

4.2.11. The government makes a substantial investment in youth entrepreneurship

The bar graph in Figure 4.11 illustrates the spread of responses of the participants to the statement that the government of Chad makes a substantial investment in youth entrepreneurship.



Participants who received support from the FONAJ ■
 Participants who had registered their businesses with the TPPCR ■

Figure 4.11: The government makes a substantial investment in youth entrepreneurship

While 39 percent of the participants who received support from the FONAJ and 25 percent of those who had registered their businesses with the TPPCR either agreed or strongly agreed with the statement that the government makes a substantial investment in youth entrepreneurship, 62 percent of those who received support from the FONAJ and 75 percent of those who had registered their businesses with the TPPCR either disagreed or strongly disagreed with it. None of the participants registered an uncertain response. Although it should be emphasised that this finding reflects an apparently widely held subjective perception and not an accurate assessment of the extent to which the government of Chad invests in youth entrepreneurship, the finding should nonetheless be assessed in relation to the contention of Nieman and Nieuwenhuizen (2014) that investment in education and training in entrepreneurship represents the most efficacious means for the government of any country to develop human resources by promoting socioeconomic development. Accordingly, if the general public of Chad is not sufficiently aware of the extent to which the government has invested in promoting entrepreneurship among the youth, it becomes incumbent upon the government to ensure that the public becomes adequately aware of the opportunities which are available to the youth.

4.2.12. Young Chadians are aware of the support for entrepreneurial activities which is available from the government

The bar graph in Figure 4.12 illustrates the spread of responses of the participants to the statement that young Chadians are aware of the support for entrepreneurial activities which is available from the government.

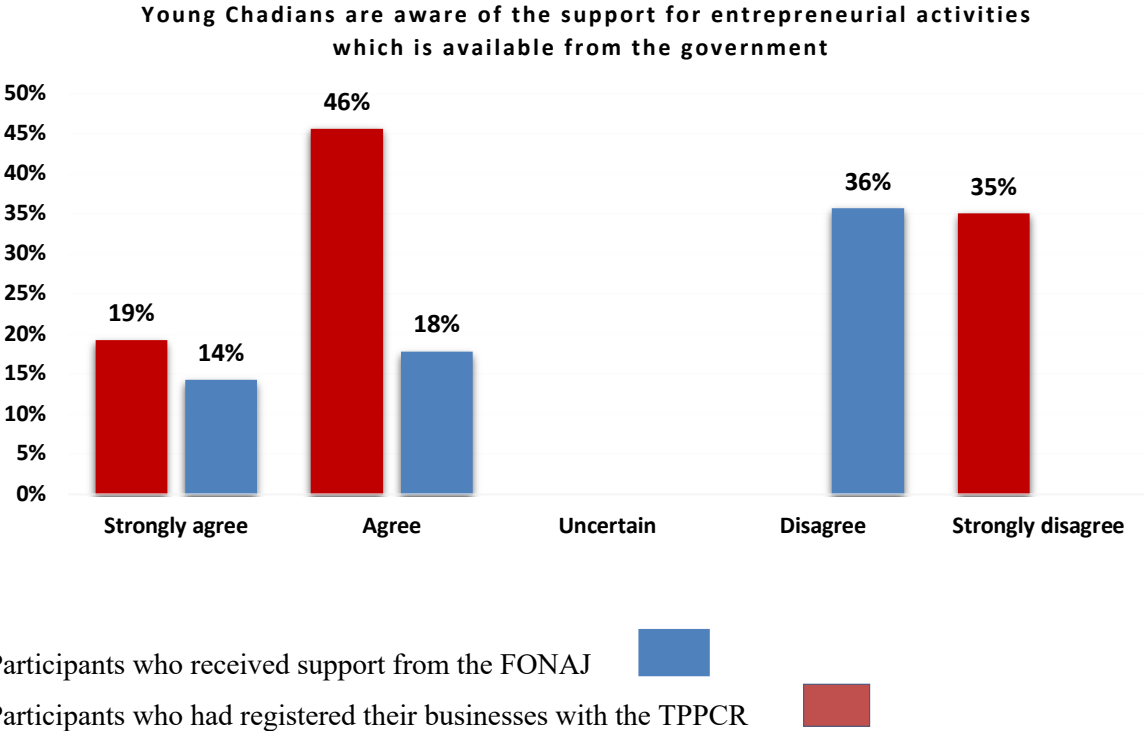
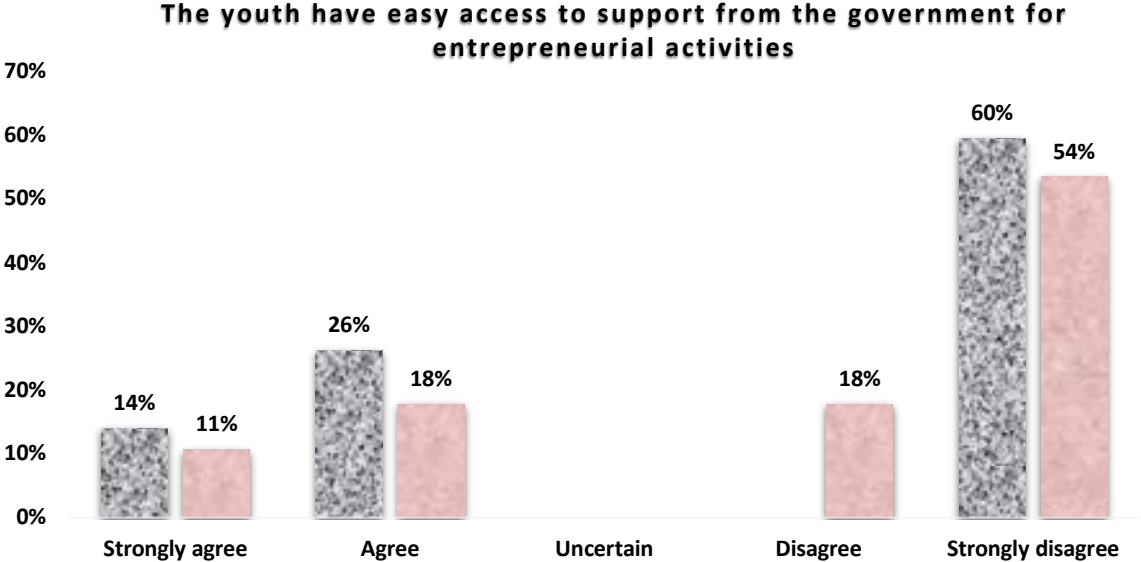


Figure 4:12: Young Chadians are aware of the support for entrepreneurial activities which is available from the government

It can be seen in Figure 4.12 that 65 percent of the participants who received support from the FONAJ and 32 percent of those who had registered their businesses with the TPPCR either agreed or strongly agreed with the statement, while 35 percent of those who received support from the FONAJ strongly disagreed, and 68 percent of those who had registered with the TPPCR either disagreed or strongly disagreed. Once again, none of the participants recorded uncertain responses and the perceptions of those who received support from the FONAJ and those who had registered their businesses with the TPPCR appeared to be at variance. This finding could possibly be explained by an increased likelihood of people who receive assistance tending to believe that others are equally aware of the availability of forms of support and assistance.

4.2.13. The youth have easy access to support from the government

The bar graph in Figure 4.13 illustrates the spread of responses of the participants to the statement that the youth of Chad have easy access to support from the government for entrepreneurial activities.





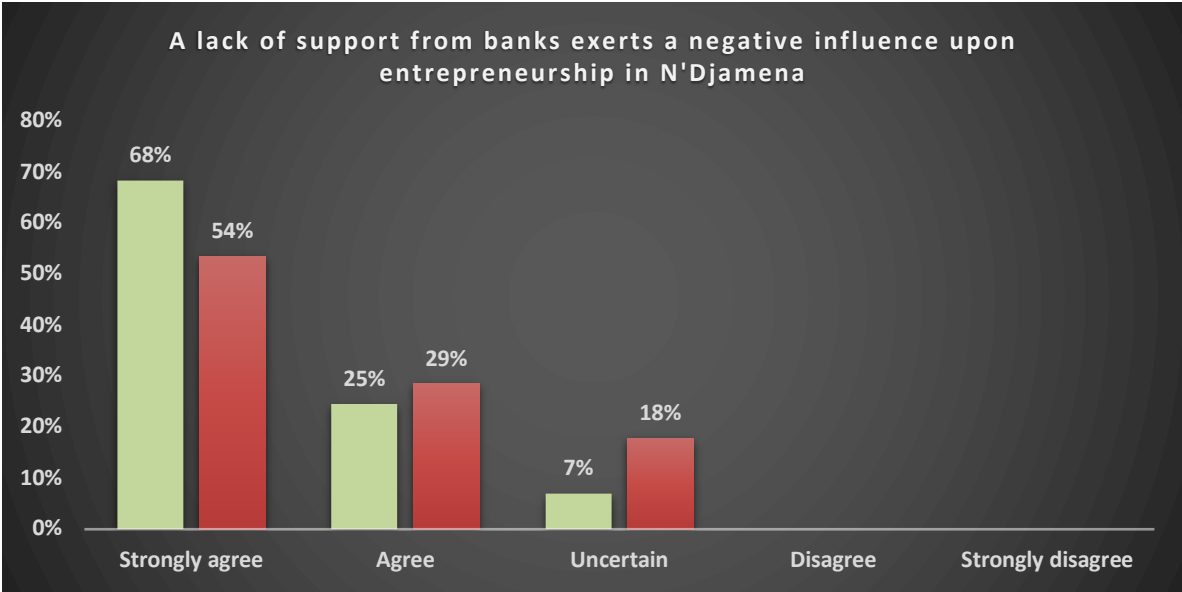
Participants who received support from the FONAJ 
 Participants who had registered their businesses with the TPPCR 

Figure 4.13: The youth have easy access to support from the government for entrepreneurial activities

Significant majorities of 60 percent of the participants who received support from the FONAJ strongly disagreed and 72 percent of those who had registered their businesses with the TPPCR either disagreed or strongly disagreed with the statement that the youth have easy access to support from the government for entrepreneurial activities. By contrast, 40 percent of those who received support from the FONAJ and 29 percent of those had registered their businesses with the TPPCR either agreed or strongly agreed with the statement, while none recorded uncertain responses. This finding suggests that the government should prioritise not only increasing its investment in creating entrepreneurial opportunities for the youth, but also making it easier for the youth to avail themselves of them.

4.2.14. A lack of support from banks exerts a negative influence upon entrepreneurship in N’Djamena

The bar graph in Figure 4.14 illustrates the spread of responses of the participants to the statement that lack of support from banks exerts a negative influence upon entrepreneurship in N'Djamena.



Participants who received support from the FONAJ ■
 Participants who had registered their businesses with the TPPCR ■

Figure 4.14: A lack of support from banks exerts a negative influence upon entrepreneurship in N'Djamena

None of the participants disagreed or strongly disagreed with the statement that a lack of support from banks exerts a negative influence upon entrepreneurship in N'Djamena, while 7 percent of those who received support from the FONAJ and 18 percent of those who had registered their businesses with the TPPCR recorded uncertain responses. As these findings have a bearing on those pertaining to the negative consequences for entrepreneurship of a lack of finance and capital, it is evident that the government should play a leading role in promoting entrepreneurship among the youth and invigorating the SME sector through adequate financial assistance.

4.2.15. A lack of access to the internet impedes the growth of entrepreneurship in N'Djamena

The bar graph in Figure 4.15 illustrates the consensus among the participants which is expressed by their responses to the statement that a lack of access to the internet impedes the growth of entrepreneurship in N'Djamena.

A lack of access to the internet impedes the growth of entrepreneurship in N'Djamena

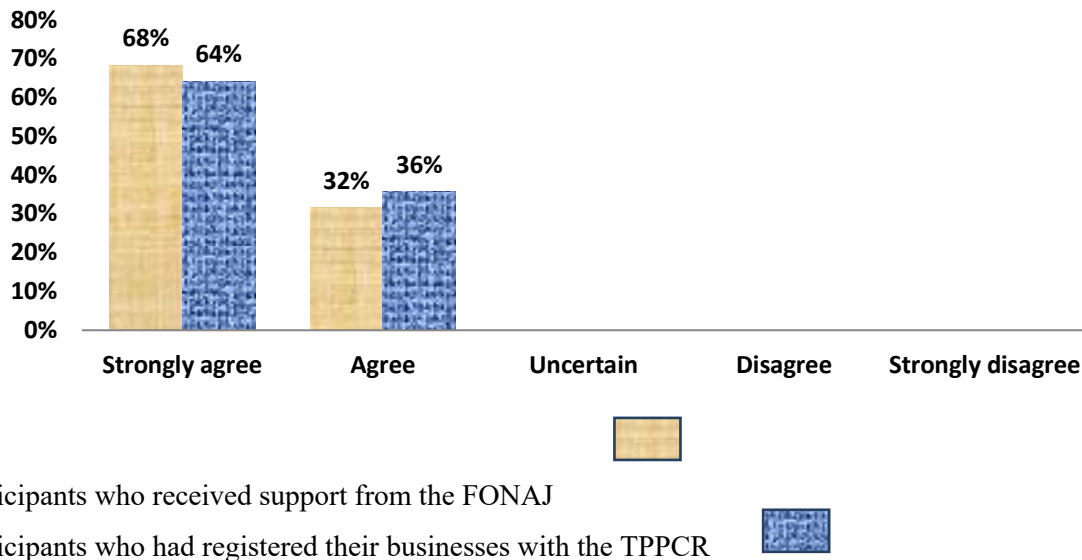


Figure 4.15: A lack of access to the internet impedes the growth of entrepreneurship in N'Djamena

The participants were unanimous in their agreement with the statement that a lack of access to the internet impedes the growth of entrepreneurship in N'Djamena. As the number of sources which could be cited to support the urgent need for young entrepreneurs to have access to the benefits of modern technology and global markets, the government needs to prioritise making access to the internet affordable to the population of the country.

4.2.16. Young Chadians have a passionate interest in entrepreneurship

The bar graph in Figure 4.16 illustrates the spread of the responses of the participants to the statement that young Chadians have a passionate interest in entrepreneurship.

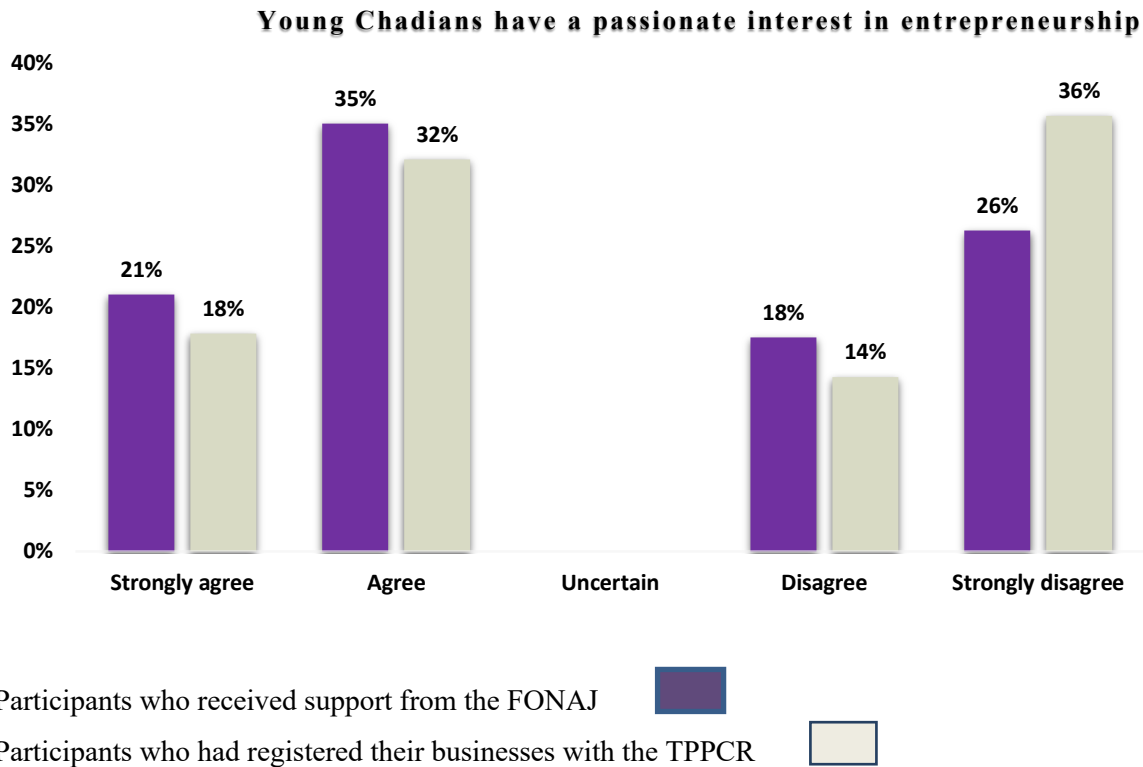
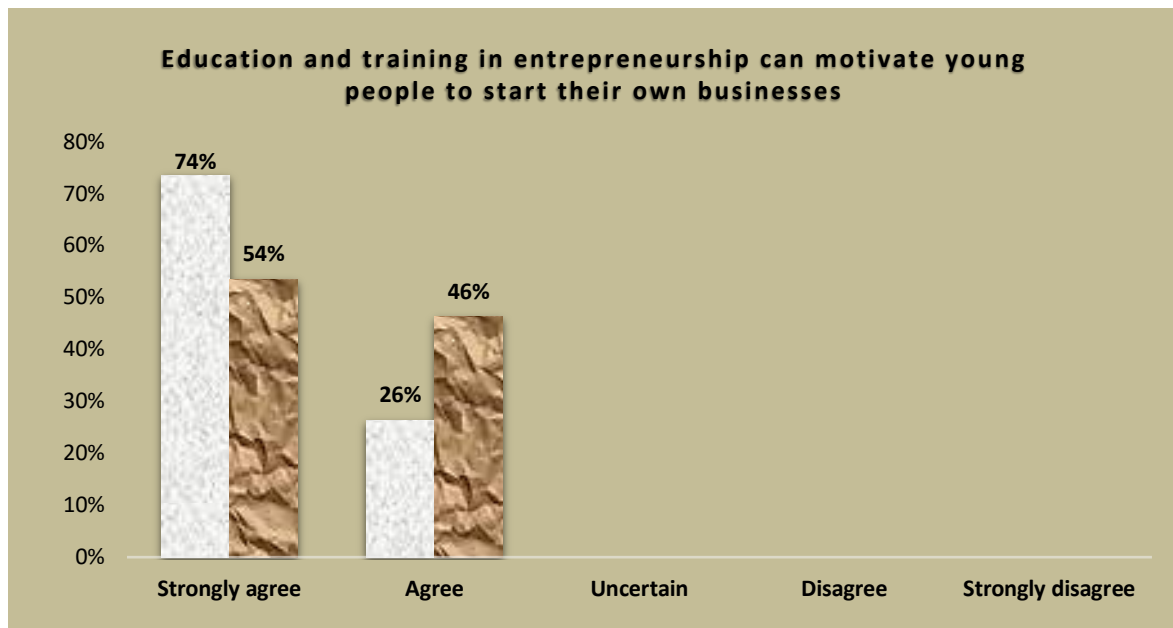



Figure 4.16: Young Chadians have a passionate interest in entrepreneurship

The responses to the statement that young Chadians have a passionate interest in entrepreneurship were fairly evenly divided. Although there were no uncertain responses, 56 percent of the participants who received support from the FONAJ and 50 percent of those who had registered their businesses with the TPPCR either agreed or strongly agreed with the statement, while the remaining 44 percent and 50 percent respectively either disagreed or strongly disagreed with it. From talking to the participants, the researcher formed the impression that many believed that although many young Chadians were interested in entrepreneurship, they lacked the creative ability to start their own businesses and the innovative vision to change the existing marketplace. Others tended to believe that many young people aspired to the security which becoming public servants entailed and tended to shy away from the risks and obstacles which they believed were inherent in starting their own businesses.

4.2.17. Education and training in entrepreneurship can motivate young people to start their own businesses

The bar graph in Figure 4.17 illustrates the spread of responses of the participants to the statement that education and training in entrepreneurship can motivate young people to start their own businesses.



Participants who received support from the FONAJ 


Participants who had registered their businesses with the TPPCR 

Figure 4.17: Education and training in entrepreneurship can motivate young people to start their own businesses

All of the participants either agreed or strongly agreed with the statement that education and training in entrepreneurship can motivate young people to start their own businesses. The shared perception of the participants accords strongly with a great deal of the literature which was reviewed in Chapter 2. Burger *et al.* (2004) emphasise the crucial role which schools have to play in the lives of learners by inspiring them to acquire relevant academic, business, and life skills and to discover their own potential. Ferreira *et al.* (2007) also contend that it is only through appropriate education that young people can acquire the knowledge and skills which are fundamental to running a business successfully.

4.2.18. Opportunities in the marketplace are plentiful in N’Djamena

The bar graph in Figure 4.18 illustrates the spread of responses of the participants to the statement that opportunities in the marketplace are plentiful in N’Djamena.

Opportunities in the marketplace are plentiful in N'Djamena

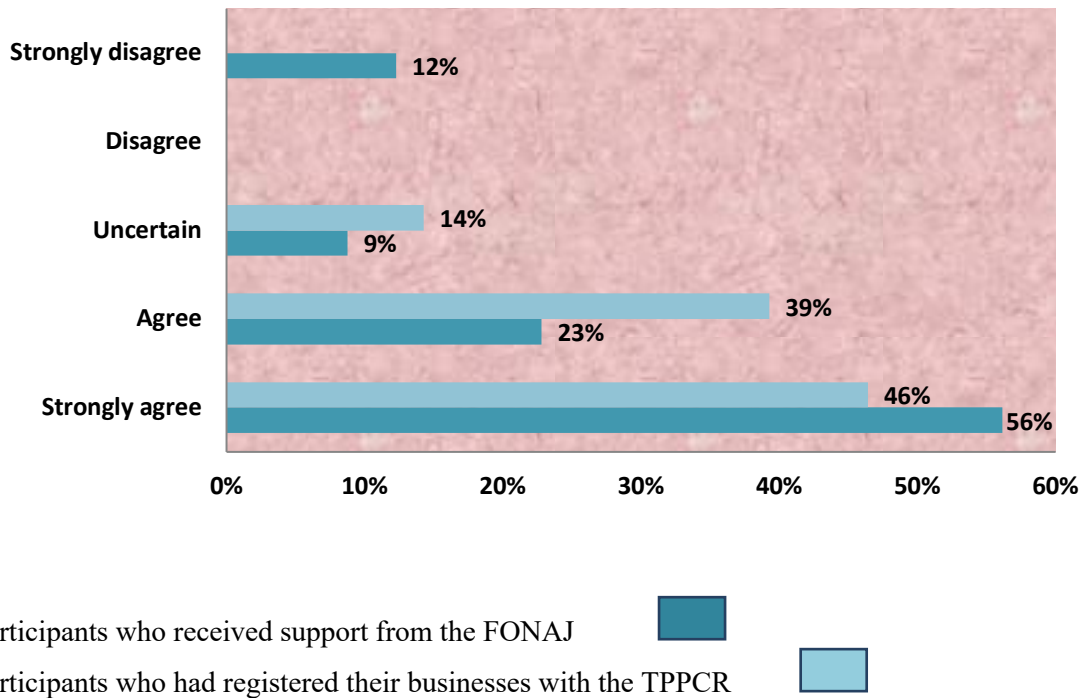
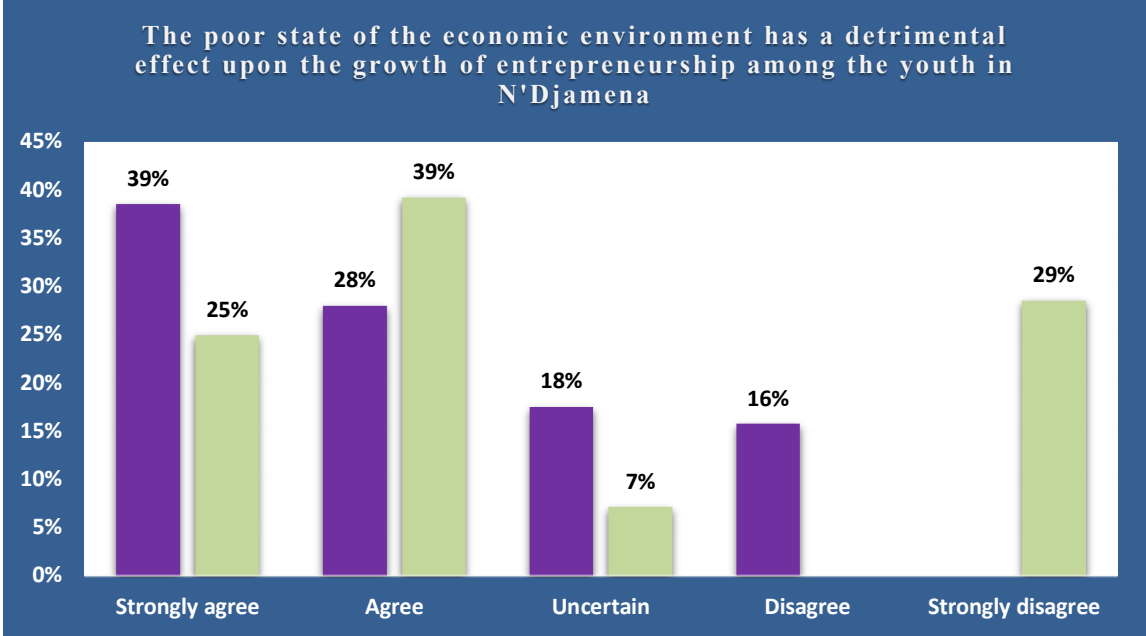


Figure 4.18: Opportunities in the marketplace are plentiful in N'Djamena

Large majorities of 79 percent of the participants who received support from the FONAJ and 85 percent of those who had registered their businesses with the TPPCR either agreed or strongly agreed with the statement that opportunities in the marketplace are plentiful. Small minorities of 9 percent of those who received support from the FONAJ and 14 percent of those who had registered their businesses with the TPPCR were uncertain, while 12 percent of those who received support from the FONAJ strongly disagreed with the statement. In conversations with the researcher, some of the participants maintained that opportunities were scarce because Chad is a landlocked country, while others blamed the economic crisis with which the country was faced at the time of the conducting of the study for the perceived lack of opportunities.

4.2.19. The poor state of the economic environment as a detrimental effect upon the growth of entrepreneurship among the youth in N'Djamena

The bar graph in Figure 4.19 illustrates the spread of responses of the participants to the statement that the poor state of the economic environment has a detrimental effect upon the growth of youth entrepreneurship in N'Djamena.



Participants who received support from the FONAJ ■
 Participants who had registered their businesses with the TPPCR ■

Figure 4.19: The poor state of the economic environment has a detrimental effect upon the growth of entrepreneurship among the youth in N'Djamena

Significant majorities of 67 percent of the participants who received support from the FONAJ and 64 percent of those who had registered their businesses with the TPPCR either agreed or strongly agreed with the statement that the poor state of the economic environment has a detrimental effect upon the growth of entrepreneurship among the youth in N'Djamena. By contrast, 16 percent of those who received support from the FONAJ disagreed and 18 percent were uncertain, while 29 percent of those who had registered their businesses with the TPPCR strongly disagreed and 7 percent were uncertain. These findings reveal that although of the order of two thirds of both groups of participants agreed with the statement, the perception that the state of the economy was at least partly responsible for the apparent unwillingness of many of the youth of N'Djamena to attempt to start and run their own businesses was not shared by all of the participants. It is entirely plausible that several of the participants could have

believed that the apparently common perception among the youth that becoming a public servant provided considerably more financial security than potentially risky entrepreneurial ventures could have exerted a greater influence upon the entrepreneurial intentions of the youth than unfavourable economic conditions.

4.2.20. The high cost of requisite resources makes it difficult to run a business successfully

The bar graph in Figure 4.20 illustrates the spread of the responses of the participants to the statement that the high cost of requisite resources makes it difficult to run a business successfully.

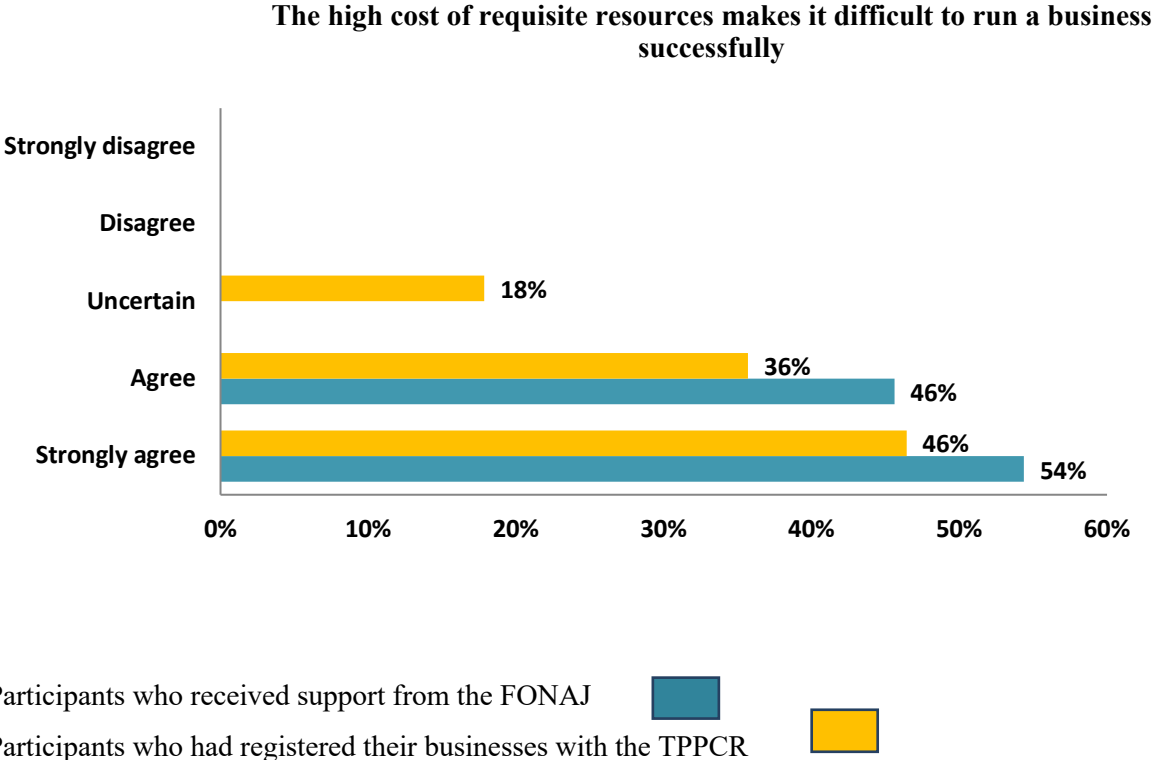


Figure 4.20: The high cost of requisite resources makes it difficult to run a business successfully

As it can be seen in Figure 4.20, all of the participants who received assistance from the FONAJ and 82 percent of those who had registered their businesses with the TPPCR either agreed or strongly agreed with the statement that the high cost of requisite resources makes it difficult to run a business successfully, while 18 percent of the latter group were uncertain. Among the studies which the researcher consulted in the literature review which yielded similar findings was that of Volery *et al.*

(1997), in which it was found that a lack of resources discouraged aspiring entrepreneurs in Western Australia from fulfilling their entrepreneurial intentions.

4.3. Conclusion

The in-depth analysis which the researcher conducted of the findings which the survey questionnaire yielded revealed that a representative sample of young entrepreneurs in N'Djamena believed that the youth were discouraged from contributing to economic growth by a number of identifiable obstacles. As the obstacles assume a number of different forms, which include a lack of financial resources, a lack of skills in business management owing to insufficient opportunities for education and training in entrepreneurship, a lack of commitment on the part of the government to achieving economic growth by promoting the emergence of a vibrant SME sector, and a lack of relevant information pertaining to entrepreneurial opportunities, it is evident that the government needs to develop a holistic strategy for diversifying the economy, as the social ills which erode the fabric of Chadian society can be eliminated only through socioeconomic development. From this standpoint, it is abundantly evident that youth entrepreneurship has a crucial role to play in substantially reducing unemployment among the youth, discouraging criminal behaviour, and eradicating poverty. The final chapter is devoted to a discussion of the conclusions which have been drawn from the findings of this study and the recommendations which are made on the basis of them.

CHAPTER FIVE: CONCLUSIONS AND RECOMMENDATIONS

5.1. Introduction

The researcher sought to achieve the main objective of the study, namely, to conduct an empirical investigation of the factors which militate against the youth of N'Djamena desiring to pursue entrepreneurial careers, by accomplishing four specific sub-objectives:

- To determine the specific factors which militate against Chadian youth starting their own businesses,
- To determine the principal factors which discourage the youth in N'Djamena from engaging in entrepreneurial activities;
- To determine the types of entrepreneurial support which are available to the youth of Chad;
- To give some crucial recommendations to encourage youth to engage in entrepreneurial activities.

By answering the research question and sub-questions which were based upon the main objective and the sub-objectives, relevant conclusions have been drawn and this study concludes with appropriate recommendations which are made on the basis of the conclusions.

5.2. The findings in relation to the sub-objectives of the study

5.2.1. Sub-objective 1

The findings revealed that many of the youth in N'Djamena do not have sufficient capital to start their own businesses. Lengthy administrative delays in the processing of applications to start businesses tend to make the prospect of starting a business a daunting one for many young aspiring entrepreneurs. In addition, many young Chadians perceive that the landlocked character of their country limits entrepreneurial opportunities, although it needs to be added, similar geographic conditions have not precluded entrepreneurial success in other landlocked countries such as Switzerland. A lack of essential infrastructure, in the form of an adequate reliable supply of and access to the internet make it extremely difficult to run businesses which function above the subsistence level. Many of the youth in N'Djamena appear to be reluctant to try to employ and support themselves by starting their own businesses owing to their fear of failure. Their fears and apprehensions are not altogether unjustified, as being young and inexperienced and lacking adequate support from their families or the government would inevitably make the prospect of endeavouring to earn a living from entrepreneurial activities appear to be an extremely precarious one. The findings also revealed that many of the young entrepreneurs who

participated in the study felt discouraged owing to the many setbacks and hardships which they encountered in the course of running their businesses.

5.2.2. Sub-objective 2

The findings revealed that one of the most significant obstacles which discouraged young people from trying to start their own businesses was a lack of capital. As the country is faced with an economic crisis, many entrepreneurs experience great difficulty in marketing their goods and services and many businesses fail as a consequence. The researcher learnt from conversations with the participants that the many difficulties which young entrepreneurs encountered in nearly all business sectors constituted one of the main reasons for the slow growth of entrepreneurship among young people in N'Djamena.

5.2.3. Sub-objective 3:

The findings in relation to the final sub-objective revealed that although support from the government to enable young entrepreneurs to start businesses is available through funds and agencies such as the FONAJ and the ONAPE, many young Chadians are either not aware of the types of support which are available to them or do not have access to them. Consequently, the role which the government plays in promoting entrepreneurship among the youth has yet to be a decisive one with respect to stimulating the economy of the country through the emergence of a vibrant and innovative SME sector.

5.3. Recommendations

On the basis of the conclusions which were drawn from the findings of the study in relation to four sub-objectives which the researcher set in order to achieve its principal objective, the following recommendations are made:

- It is imperative that the government of Chad should assist aspiring young entrepreneurs to register their businesses, particularly those who are from socioeconomically disadvantaged backgrounds. Simplifying and streamlining registration procedures would make entrepreneurship attractive to the youth, as the findings of the study have revealed that it is commonly believed that unduly cumbersome and lengthy procedures discourage many young people from attempting to launch entrepreneurial ventures. As the youth represent the future of the nation, they should be encouraged to play a meaningful role in its socioeconomic development.

- The government should prioritise making a substantial investment in youth entrepreneurship, by formulating and implementing appropriate new policies to encourage young people to start businesses, particularly in disadvantaged areas and communities. Investment should include the establishment and development of essential infrastructure, such as schools and mentoring centres which provide training, advice, and financial support, through the creation of business incubators. The policies should also entail the formation of organisations by the government to provide funding to promising young entrepreneurs. Funding should be provided only to young entrepreneurs whose proposals are based upon innovative ideas and who display a high degree of business acumen. Particular attention should be paid to monitoring the progress of the businesses of entrepreneurs who receive funding and providing support and assistance at crucial stages of the growth of their businesses.
- Both the government and private financial institutions such as banks should provide continuous support to highly motivate young entrepreneurs at all stages of the development of their businesses. Support should not be confined to making financial resources available to them, but should also include mentorship to enable them to develop new entrepreneurial skills.
- As it emerged from the findings that initiatives such as the FONAJ are not adequately supported by awareness campaigns to alert the youth to the avenues which are available to them to enable them to launch entrepreneurial careers, it became evident that many young people have not benefited as a consequence. Although the FONAJ does have a Facebook presence, the profiles of the FONAJ and other similar institutions should be raised in public consciousness through as many channels of communication as possible.
- The responsibility for ensuring the growth of entrepreneurship among the youth should not fall solely to the government. Parents who have experience in running businesses should enable their children to become acquainted with sound reasoning and practices in relation to business from early ages. The role which appropriate education and training have to play should also never be underestimated.
- As modern businesses cannot function without electricity or access to the internet, both need to be prioritised by the government in an overall strategy to reduce unemployment among the youth and promote socioeconomic development through the creation of a more diverse and inclusive private sector which is adequately supported by appropriate infrastructure.

- It became evident during the conducting of the study that most of the participants either sold similar types of products or offered similar types of services. The inevitable consequence of this trend is stagnation, as opposed to growth. Thriving entrepreneurial sectors require the emergence of new markets in response to the availability of new and innovative products and services. Accordingly, entrepreneurship needs to be driven by bold and innovative thinking, which can be fostered only by appropriate education and training.
- Young entrepreneurs need to devote considerable time and energy to developing their managerial skills. They also need to play highly active roles in all of the daily operations of their businesses. Doing so not only enables them to develop a comprehensive range of business skills, but also enables them to limit the sizes of their staffs during the crucial developing stages of their businesses.
- Cooperating with more experienced entrepreneurs in chosen fields also enables young entrepreneurs to develop the skills which they need to run their businesses successfully.

5.3. Conclusion

Most of the participants in the study agreed that entrepreneurship has a crucial role to play in the economies of both N'Djamena and Chad, as creating employment it contributes to decreasing the high rates of unemployment and crime and alleviating poverty. Although the participants tended to believe that levels of participation by the youth in entrepreneurial activities remained low throughout the country, it is not easy to measure the growth of entrepreneurship among the youth in N'Djamena, because not all young entrepreneurs had registered their businesses with the TPPCR. There was also little evidence of creativity and innovation in the markets of those who had registered their businesses with the TPPCR, owing to the pervasive similarity of the products and services which the businesses offered.

Although Chad is rich in natural resources, most of the youth remain unemployed. The lack of government structures to support the establishment of SMEs and inspire entrepreneurial ambitions effectively leaves large swathes of the youth powerless in the face of poverty. The governments of many countries promote entrepreneurship as a means of creating employment, alleviating poverty, enabling the poor segments of their societies to aspire towards economic freedom at both the personal and community levels. The findings of this study revealed that the entrepreneurial aspirations of the youth of N'Djamena are often frustrated by any of several different categories of obstacles, such as a lack of support from the government, financial institutions, and their families, a lack of skills in managing businesses, and a lack of information concerning the types of support which are available to them.

As many of the participants perceived that the lengthy and unwieldy procedures for registering businesses tended to demoralise many young aspiring entrepreneurs, the researcher suggested that measures to expedite the registration of businesses for young entrepreneurs should be introduced. It also emerged from the findings that many of the participants did not receive adequate financial assistance from their families and that they often experienced great difficulty in obtaining loans from banks. These findings suggest that the government should intervene with appropriate schemes to assist nascent entrepreneurs. Other considerations which require intervention by the government concern severe shortcomings with respect to infrastructure, such as a lack of electricity and access to the internet.

The overarching conclusion which could be drawn from the findings was that it is vital that the government should make a substantial investment to promote entrepreneurship among the youth of Chad, by providing support in forms such as training, funding, advice, and mentoring. The other crucial component for ensuring the emergence of a vibrant young entrepreneurial sector which has the capacity to stimulate the growth of the national economy is the development of an entrepreneurial culture. This can inspire young entrepreneurs to strive for personal autonomy and to take charge of their destinies by seeking and acquiring knowledge and experience in all facets of their operations and their interactions with others.

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APPENDICES

Appendix A : Questionnaire : Le questionnaire

1- DEMOGRAPHIC INFORMATION

Age group/Tranche d'âge	21-25	<input type="checkbox"/>	26-30	31-
	35			
<input type="checkbox"/>		<input type="checkbox"/>		
Gender/Genre				
Male/Homme		<input type="checkbox"/>		
Female/Femme		<input type="checkbox"/>		
Highest level of educational attainment/Niveau d'éducation				

Primary school/Primaire	<input type="checkbox"/>	High school/Collège-Lycée	<input type="checkbox"/>	College/Institut	<input type="checkbox"/>	University/Université	<input type="checkbox"/>
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2- INFORMATION PERTAINING TO THE BUSINESSES OF RESPONDENTS =
INFORMATION LIE AUX ENTREPRISES

How long have you been running your business? = Depuis quand gérez-vous votre entreprise?

Less than 1 year = Moins d'un an	<input type="checkbox"/>
1-3 years = 1 à 3 ans	<input type="checkbox"/>
3-5 years = 3 à 5ans	<input type="checkbox"/>
More than 5 years= Plus de 5ans	<input type="checkbox"/>

1- Does the process of registering businesses in N'Djamena entail only a short period of time? =
Est-ce que le processus d'enregistrer une entreprise à N'Djamena est rapide?
YES /OUI NO/NON

2- Are you faced with any obstacles in running your business at present? =Est-ce que vous rencontrez des difficultés actuellement avec votre entreprise ?

YES/OUI

NO /NON

- 3- If the answer to question 2 is yes, please describe briefly any obstacles which you have encountered = Si la réponse à la question 2 est Oui, SVP décrivez nous brièvement tout obstacle que vous encourez.

- 4- Tell us why you decided to start your own business instead of being employed? =Pourquoi avez-vous décidé de créer une entreprise au lieu d'être un employé?

- 5- Did you have any managerial skills before you started your business? = Avez-vous des compétences managériales avant que vous commenciez votre entreprise?

YES/OUI

NO/NON

- 6- If the answer to question 5 is yes, please describe some of the managerial skills which you think are essential for running a business successfully. = Si la réponse à la question 5 est Oui, SVP décrivez nous quelques compétences managériales que vous trouvez importantes afin de commencer une entreprise.

- 7- Which type of obstacles affect young entrepreneurs most adversely? = Quel type d'obstacles affecte plus beaucoup les jeunes entrepreneurs ?

8- Do you know of any government programmes which support youth entrepreneurship in N'Djamena? = Connaissez-vous les programmes de support gouvernemental pour l'entreprenariat de la jeunesse à N'Djamena?

YES/OUI

NO/NON

9- If the answer to question 8 is yes, could you please list some of the programmes of which you are aware? = Si la réponse à la question 8 est Oui, pourriez-vous nous listez quelques un que vous connaissez ?

10- Have you ever intended to launch a business before? = Aviez-vous eu l'idée de créer une entreprise avant ?

YES /OUI

NO/NON

11- If the answer to question 9 is no, please tell us what discouraged you from starting your business earlier.= Si la réponse à la question 9 est Non, SVP dites-nous qu'est-ce qui vous a retenu de commencer votre propre entreprise plus tôt.

INSTRUCTION: Please read each statement before answering. Tick (✓) the appropriate box and give only one response for each statement. =**INSTRUCTION:** SVP lisez chaque assertion avant de répondre. Mettez un crochet au case approprié and donnez une seule pour chaque assertion.

N°	Statement= Assertion	Strongly agree= Strictement d'accord	Agree= d'accord	Uncertain = Incertain	Disagree= Pas d'accord	Stronglyd isagree= Stricte ment pas d'accord
1	Youth entrepreneurship can play a significant role in the national economy= L'entreprenariat de la jeunesse peut jouer un rôle très important dans l'économie nationale					
2	The number of young entrepreneurs in N'Djamena is increasing. = Le nombre des jeunes entrepreneurs à N'Djamena augmente.					
3	Entrepreneurship can reduce the rates of unemployment and crime and alleviate poverty= Entreprene uriat peut réduire le taux du chômage, des crimes et alléger la pauvre.					
4	A lack of entrepreneurial ideas					

	and creativity can impede the growth of entrepreneurship= Le manque des idées et de créativité de commencer une entreprise retarde l'expansion de l'entreprenariat					
5	A lack of capital represents a great obstacle for young entrepreneurs= Le manque de capital est un majeur obstacle.					
6	Fear of failure discourages many young people from attempting to start and run their own businesses = La peur d'échec retient les jeunes de commencer une entreprise.					
7	The government makes a substantial investment in youth entrepreneurship= Le gouvernement investi beaucoup dans l'entreprenariat de la jeunesse.					

8	Young Chadians are aware of the support for entrepreneurial activities which is available from the government = Les jeunes sont informés des aides gouvernementaux pour les activites entrepreneuriales.					
9	The youth have easy access to support from the government = Les jeunes ont un accès facile aux aides gouvernementaux					
10	A lack of support from banks exerts a negative influence upon entrepreneurship in N'Djamena= Le manque des aides par les banques contribue négativement à l'entrepreneuriat à N'Djamena					
11	A lack of access to the internet impedes the growth of entrepreneurship in N'Djamena= Le					

	manqued'accès à l'internet retarde l'entrepreneuriat à N'Djamena					
12	Young Chadians have a passionate interest in entrepreneurship= Les jeunes tchadiens sont passionnés par l'entrepreneuriat					
13	Education and training in entrepreneurship can motivate young people to start their own businesses = Education à l'entrepreneuriat et formation entrepreneuriale peut motiver les jeunes à commencer leur propre entreprise.					
14	Opportunities in the marketplace are plentiful in N'Djamena= Une opportunité facile dans le marché à N'Djamena					
15	The poor state of the economic					

	<p>environment has a detrimental effect upon the growth of entrepreneurship among the youth in N'Djamena = Faible environnement économique affect l'entreprenariat de la jeunesse</p>					
16	<p>The high cost of requisite resources makes it difficult to run a business successfully = Le coût élevé des ressources est un problème pour gérer proprement une entreprise.</p>					

Appendix B: Letter of consent

REPUBLIC OF CHAD

PRESIDENT

PRIME MINISTER'S OFFICE

MINISTRY OF YOUTH, SPORT AND LEISURE ACTIVITIES

GENERAL INSPECTORATE

YOUTH INSPECTORATE

N° 093PR/PM/MJSL/IG/1/2017



UNITY—WORK—PROGRESS

Subject: Letter of Authorisation

I, the undersigned **M Mahamat ISSAKHA SOGAR**, Inspector of Youth for the Ministry of Youth, Sport and Leisure Activities of Chad authorise Miss **DOUDOUA HADJE KOUBRA BICHARA**, student at the Cape Peninsula University of Technology (CPUT) to collect data from the Ministry of Your for her Master's thesis in Business Administration (MBA) on the subject "Barriers to Youth Entrepreneurship in N'Djamena, CHAD.

Moreover, we have been informed that this research will take place within our Ministry and will also be beneficial to our Ministry and Chadian youth. Thus any necessary information relating to this theme will be at her disposal so that the student can complete her research project under the best possible conditions.

We wish her the best success for this project which is very important at the present moment

N'Djamena, 3 April 2017

Inspector of Youth
OFFICIAL STAMP REPUBLIC OF CHAD,
MINISTRY OF YOUTH AND SPORT
GENERAL INSPECTORATE
SIGNATURE



Appendix C: Ethical clearance certificate



P.O. Box 1906 • Bellville 7535 South Africa • Tel: +27 21 4603534 • Email: majamanin@cput.ac.za
Symphony Road Bellville 7535

Office of the Chairperson Research Ethics Committee	Faculty: BUSINESS AND MANAGEMENT SCIENCES
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At a meeting of the Research Ethics Committee on 02 May 2017, Ethics Approval

was granted to Doudoua Hadjé Koubra Bichara (216271088) for research activities

Related to the MTech/DTech: Mtech Business Administration (Entrepreneurship) at the Cape

Peninsula University of Technology

Title of dissertation/thesis/project:	BARRIERS TO YOUTH ENTREPRENEURSHIP IN N'DJAMENA, CHAD Lead Researcher/Supervisor: Dr R. Tengeh
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Comments:

Decision: APPROVED

	02 May 2017
Signed: Chairperson: Research Ethics Committee	Date

Appendix D: Memorandum of understanding



MEMORANDUM OF UNDERSTANDING BETWEEN POSTGRADUATE STUDENT AND SUPERVISOR

We, the undersigned, have read and agree to the general terms of the CPUT Memorandum of Understanding (MoU)* between research students and supervisors, and submit the following additional points of agreement in relation to the details of the intended work.

**Notes on MoU provided on page 5 of this document*

Research programme:

Post-doctoral	Doctoral	<input checked="" type="checkbox"/> 100% Masters	<input type="checkbox"/> 50% Masters
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1. STUDENT DETAILS:

Full name of student:	Doudoua Hadjé koubra Bichara		
Student number:	216271088		
Full-time or part-time:	Full time		
Dissertation/ thesis title:	Barriers to youth entrepreneurship in N'djamena, Chad		
Email:	hadjekoubra@gmail.com		
Telephone no:	0748934695		
Faculty:	Business and management sciences		

2. SUPERVISOR DETAILS:

Title, Initials, Surname:	Dr Robertson Khan Tengeh
Staff no:	30089371
Telephone no:	021 460 34 50
Faculty:	Business and management sciences
Department or Unit:	Entrepreneurship and Business management

3. SUPERVISOR'S EXPECTATIONS AND ARRANGEMENTS

Supervisor's expectations:
After discussion, the supervisor should set out what he/she expects of the student in terms of reaching certain milestones or goals during the course of the research.
Expected date of submission of HDC 1.2 to FRC which should be <u>within 6 months</u> of initial registration:
Other expected milestones or goals: Present a research Poster and two publishable articles will be extracted from the thesis

Supervisor's plans and commitments:
The supervisor should record his/her plans for providing supervision, including the pattern and intended frequency of meetings, contributions from other researchers etc:
Regular in- contact and virtual meeting (electronically)
Supervision arrangements:
(a) Expected absence of supervisor(s) on leave/ sabbaticals/ conferences (giving arrangements for supervision if away for more than 2 months in any one year)
None
(b) Field work: Outline arrangements for field work:
None
(c) Laboratory work:
None
(d) Outline lab arrangements (if any) and supervision arrangements for lab work:
N/A
(e) Estimated timing of formal seminars:
N/A
(f) Access to computers and software:
University resources
(g) Responsibility for payment of costs (printing, stationary, copying, etc):
Student
(h) Any departmental commitments by the student and details of remuneration:
None
(i) Courses and classes: List any class, workshop or course that the student <u>must attend as a pre-requisite</u> and costs associated with this. Clarify the responsibility for costs associated with these (if any).
None

<p>Co-Supervisory roles (if applicable): The role of co-supervisors should be clarified. It should be noted that any co-supervisory suggestions and proposals by the student should be discussed with the supervisor.</p>
<p>None</p>

<p>Funding plans: Specify any approved financial assistance to be provided, or organized, by the supervisor(s) to support this study (e.g. bursaries, teaching allowance etc.).</p>
<p>None</p>
<p>If, on withdrawing or being refused re-registration, the student becomes contractually obliged to repay any of the above, this should be noted. Funding from external agencies may stipulate such a provision.</p>
<p>N/A</p>

4. EXPECTATIONS AND PLANS OF THE STUDENT

<p>After discussion, the student should set out any expectations and requests to the supervisor and the department</p>	
<p>I am committed to complete my thesis according to the time frame. Thus, all advice and feedbacks given by my supervisor will be beneficial during the writing of the thesis.</p>	
<p>Comment by the supervisor on this:</p>	
<p>I pledge to support the student as far as my competencies can allow.</p>	
<p>The student and supervisor should record their agreed plan and broad timetable for the completion of the thesis/ dissertation. The candidate should be informed on the Faculty's maximum time limits for completion.</p>	
<p>July: ongoing write up of chapter 2 and chapter 3; August: Data collection, analysis; September: Write up of recommendation and Findings chapter October: Thesis Draft 1 November: Thesis Draft 2 December: Thesis Submission</p>	
<p>Agreed intended date of completion:</p>	<p>March 2018</p>

5. INTELLECTUAL PROPERTY ISSUES AND ETHICS

<p>Intellectual property: CPUT policy on intellectual property (IP) is available on request. Students and supervisors should make themselves aware of University policies relating to both ethics and IP.</p>
<p>(a) Authorship: Points on authorship must be noted here by the supervisor, including arrangements about the order of listing of co-authors:</p>
<p>The students drafts the articles and the supervisor finalises and submits the article to a</p>

journal of his choice.
 In case the thesis produces on a single article, the student's name comes first and the supervisor's name second. The authorship position will be flipped in the case where the thesis produces a third article.

(b) **Ownership of intellectual property rights developed in the course of the research:**
 The IP emanating from research conducted at CPUT is (in general) owned by the University but additional points on this to be noted below:

Student and supervisor


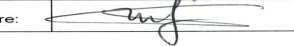
(c) **Patents:**
 Should any patents emanate from this study, in whose name(s) will this be registered.

Student

Assessment of ethics in research:
 The supervisor and student should discuss the ethical issues involved in the research project and record their conclusions here. The student should confirm here that she/ he is aware of the requirement to complete and submit an ethics form prior to collecting or analysing data.

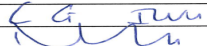
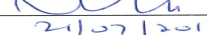
Student confirms being aware of ethical issues and will adhere to University regulations.

6. SIGNATURES:

Student signature:		Date:	21/07/17
Supervisor signature:		Date:	21/07/17

7. CONFIRMATION BY THE HoD


I have reviewed this completed MoU and am satisfied that it reflects the shared understanding of the supervisor and the student and that the department is able to meet the obligations to candidates set out in this MoU:

Name:	
Signed:	
Date:	21/07/2017

Appendix E: Similarity Report

Turnitin Originality Report

BARRIERS TO YOUTH ENTREPRENEURSHIP IN N'DJAMENA, CHAD
Doudoua

by Bichara 

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