



ENTREPRENEURSHIP AS A POTENTIAL SOLUTION TO HIGH UNEMPLOYMENT: A SYSTEMATIC REVIEW OF GROWING RESEARCH AND LESSONS FOR GHANA

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ABSTRACT: *The COVID-19 pandemic coupled with perennial natural disasters, wars, population increase and urbanization have rendered many people jobless and new job seekers with little or no opportunity for employment. In line with these challenges, this paper sought to review extant literature on the successes of entrepreneurship as an approach to solving unemployment across the globe. The study sought to specifically identify whether entrepreneurship alone is sufficient to achieve unemployment reduction or it must be used in tandem with other approaches, and the necessary conditions for entrepreneurship as an unemployment reducer. The Systematic Literature Review (SLR) approach was used to search for relevant journal articles from Scopus, Emerald Insight and Google Scholar search engines. The search criteria were limited to unemployment and entrepreneurship nexus globally, a period of 1970 to 2020 and journal articles. Using the SLR technique, a total of 32 articles were identified out of which 19 were relevant to the research topic. The review identified that entrepreneurship alone decreases unemployment conditionally, but when combined with innovation produces a powerful force capable of revolutionizing every economy unconditionally. Another finding indicates that unemployment reduction through entrepreneurship is not instantaneous and thus requires a minimum of five years to be evident. Further findings show that entrepreneurship in the construction, transportation and utilities, financial activities, professional and business services sectors have the most impactful reduction on unemployment. Again, it was identified that provision of funds, credit facilities, training and tax reductions as well as new ideas, knowledge-based economic activities and self-reliant activity programs are key entrepreneurial recipes to halt unemployment. Thus, on the whole, entrepreneurship reduces unemployment but its true strength manifests when it is combined with innovation, and stakeholders are committed to making entrepreneurial conditions readily available. Ghana can then benefit massively by incorporating innovation with its entrepreneurship interventions.*

KEYWORDS: Unemployment, Entrepreneurship, Innovation, Entrepreneurial approach, Entrepreneurial conditions, Unemployment reduction.



INTRODUCTION

Unemployment has long been a global cankerworm that has persistently eaten deep into the heart of economies leaving an indelible scar on industries, societies, livelihood, companies and individuals. As at the time of writing this, since March 19, 2020, more than 5.6 million individuals have contracted the COVID-19 virus, leaving over 340,000 individuals dead and 213 nations negatively impacted (Worldometer, 2020). The modern vernacular on the streets is 'lockdown', a containment measure that has restricted many to their homes. In fact, the effort to contain the virus has brought many economies to a standstill, and a large number of individuals have been constrained into unforeseen joblessness (Highfield et al., 2020). Organizations have moved from onsite to remote, and borders shut to travel undermining the tourism and hospitality industry (Cardella et al., 2020). The persistent breakdown of the world economy leads to weak economies increasing unemployment in the process. On the international front, small and medium enterprises (SMEs) have been hit hard by the economic shutdown leading to collapse of businesses and laying off of workers (Beynon et al., 2019). These circumstances have prompted countries with the need to devise recovery plans.

The World Bank (2004) in its report predicted that poverty in sub-Saharan Africa is set to rise by 2015. The region constituted 50% of the world's poorest people. The rising poverty in the region is further escalated by the COVID-19 pandemic and effects of climate change heightening the unemployment situation in the sub-region (Okeke et al., n.d.). In fact, in many sub-Saharan states such as Nigeria, Sudan, Mali, Guinea etc., the rising rate of unemployment and poverty has stimulated economic and political crises experienced in recent times (Akinyemi et al., 2018). This has made unemployment a topical issue of discourse in sub-Saharan Africa, particularly Ghana. As a matter of fact, the situation has intensified to a proportion that it cannot be addressed by mere campaign or word of mouth. According to Chigunta (2017) and Mutarubukwa (n.d.), a collective effort of both individuals, the government and the world at large is needed to address this persistent pest. In this regard, the question is, are there any tested approaches that have proven successful in the past and in other economies that can be adapted to solving the unemployment problem in sub-Saharan Africa, particularly Ghana?

Apergis and Payne (2016) observed that in any given economy, entrepreneurship development always gives birth to job creation which will force people to do something that will better their lives and the country at large. In fact, numerous studies have been conducted across the globe on the use of entrepreneurship as an instrument for addressing unemployment. Sheila (2016) studied the relationship between entrepreneurship development and unemployment reduction in Anambra State, Nigeria. Similarly, Beynon et al. (2019) investigated the role of entrepreneurship, innovation, and urbanity-diversity on growth and unemployment across the individual geographic states of the United States. Again, in Japan, Stel et al. (n.d.) conducted a thorough study into the relationship between entrepreneurship and unemployment. Similar research on the relationship between entrepreneurship and unemployment was conducted in Turkey by Kum and Karacaoglu (2007). The aforementioned literature reiterates the need to leverage on advances in entrepreneurship to promote economic growth and reduce unemployment in sub-Saharan Africa, specifically Ghana.

Sugheir et al. (2013) and Akinyemi et al. (2018) argue that poorer countries failing to benefit from entrepreneurial activity is an indication of insufficient larger firms being able to generate economies of scale, technology, and learning effects from innovation. This gives clear



indication that there is hope of using entrepreneurship to solve rising unemployment problems in Sub-Saharan Africa if the right conditions and efforts are instituted.

In Ghana, the emphasis on entrepreneurship is informed by the fact that the government is constrained in employment creation, due mostly to resource scarcity and donor conditionality restrictions on public sector employment (Enu-Kwesi, 2013). The Ministry of Local Government and Rural Development (2018) reports that reliable statistics on the exact nature and levels of unemployment in Ghana are not readily available, and whatever is available varies from agency to agency. However, it is acknowledged that a fairly high proportion of those in the 15–35 age group remain largely unemployed or underemployed. The constraint in employment creation tends to affect the youth the most; this is even alarming given the World Bank estimates that by the year 2025 there will be over three billion people in the world who are under the age of 25 (Jenner, 2013). Although this generation will be the most educated ever, they will face a sustained rise in unemployment, and current estimates are that 40 percent of the world's unemployed are young people (Jenner, 2013). The consequence of structural adjustment requirements such as the restriction of formal sector employment is poverty arising from a deficit of decent work opportunities. In addition to the structural changes, Chigunta (2017) and Nkwatoh (2015) argue that poverty, underemployment and unemployment are due to the large number of young people who enter the labour market each year in developing nations. Thus, in order to invigorate employment creation and reduce poverty, they agree with structural theorists' proposition for entrepreneurial training and development that should focus on the youth.

The rapid changes in the world economy have made the pursuit of entrepreneurial opportunity increasingly important to wealth creation in most societies. Entrepreneurship is a determining factor of economic development and social and structural change (Padi et al., 2022; Champenois et al., 2020). It does not only contribute to the economic and social growth of a nation, but also stimulates the development of knowledge, technological change, competitiveness and innovation (Li, 2008).

In its efforts to better the lives of its citizens, Ghana has formulated different development plans at different times, including the poverty reduction and the shared growth and development agenda 2010-2013 (NDPC, 2003). The various plans take cognizance of the gaps in skills and entrepreneurial development, notwithstanding the numerous youth focused training programmes, including the Skills Training and Employment Placement (STEP), the National Youth Fund (NYF), the Regional Technology Transfer Unit (RTTU) and the Integrated Community Centres for Employable Skills (ICCES). Despite these interventions, there is a desperate thronging of the youth at stadiums with the optimism of being recruited into the security service; this gives clear indication of high unemployment in Ghana. With regards to the high unemployment in Ghana, the government, prominent academics and industrialists have strongly proposed an entrepreneurial approach to solving the high unemployment situation and salvage the Ghanaian economy (Enu-Kwesi, 2013). That granted, the question is, how impactful is entrepreneurship as an approach to solving unemployment? Are there any empirical approaches that can be adopted in Ghana? Are there any success stories that can fuel the drive of entrepreneurship in Ghana?

On the basis of these questions, this paper seeks to review relevant literature and provide evidence of the impacts and successes of entrepreneurship as an approach in the resolution of unemployment by reviewing relevant literature on the relation between unemployment and



entrepreneurship, and by identifying some empirical entrepreneurship approaches which can be recommended in Ghana.

METHODOLOGY

Literature Review Method

The Systematic Literature Review (SLR) method was adopted to conduct a systematic review. Relevant literature with regards to entrepreneurial approach in solving unemployment were selected. SLR has long been used in the management and entrepreneurship fields (Johnsen et al., 2017; Vallaster et al., 2019).

In contrast with descriptive and narrative reviews, SLR uses an explicit algorithm, as opposed to a heuristic, to perform a search and critical appraisal of the literature (Kraus et al., 2019). Systematic reviews improve the quality of the review process and outcome by employing a transparent, reproducible procedure (Johnsen et al., 2017; Kraus et al., 2019; Vallaster et al., 2019). Following SLR guidelines, the review process for this study consisted of a three-stage protocol: data collection, data curation and data analysis and reporting.

Search Instruments, Criteria and Process

In order to search for relevant journal articles, two databases were utilized: Scopus and Emerald Insight together with Google Scholar search engine, without defining a specific publication period. The research consisted of using Scopus, Emerald Insight and Google Scholar search engine to find journal articles that had conducted studies into entrepreneurship as an approach to solving unemployment. The selection of these databases and search engines was made on the basis that they are considered some of the most powerful databases in existence. Specifically, Google Scholar provides a strong coverage in international research guaranteeing the highest quality; Scopus, on the other hand, with over 27 million abstracts, is the largest database of scientific literature (Kraus et al., 2019); Emerald Insight provides a repertoire on entrepreneurial, business, and economics sciences literature (Vallaster et al., 2019).

To reduce the risk of bias, during the selection phase of the journal articles, articles were searched according to three criteria: entrepreneurship and unemployment, publications between 1970 and 2020 (past 50 years) and journal articles only.

Within each database, the keywords entrepreneurship and unemployment were used to identify all the publications that contained the keywords in the title of publications, keywords or abstract. After eliminating all the duplicate documents, a total of 32 documents were identified between the 1970 and 2020. The 32 documents were then read to ensure they are in line with the research subject. Only journal articles were considered since they are scientific knowledge (Highfield et al., 2020; Li, 2008).

The search was followed by the relationship between unemployment and entrepreneurship. This choice helped to enhance quality control owing to the rigorous peer review process to which articles published in such journals are subjected prior to publication. Lastly, one more criterion is that the research focuses of the article had to refer to relationship between entrepreneurship and unemployment or entrepreneurship as an approach in tackling unemployment. Eventually, 19 articles were selected out of the 32 directly concerned with the relationship between entrepreneurship and unemployment.



RESULTS AND DISCUSSION

Descriptive Analysis

The nineteen (19) articles selected for the final assessment were published in the following journals: Journal of Entrepreneurship and Public Policy (JEPP), Journal of Business Research (JBUSRES), Journal of Advance Management and Accounting (JAMAR), International Journal of Management and Entrepreneurship (IJME), Covenant Journal of Entrepreneurship (CJoE), Applied Economics and Finance Journal (AEF), International Small Business Journal (ISBJ), European Journal of Business and Management (EJBM), International Journal of Humanities and Social Science (IJHSS), Journal of Social Sciences (JSS), Scottish Journal of Political Economy (SJPE), Applied Economic Letters (APE), Business Education Journal (BEJ) and Journal of Pedagogical Research (JPR). Two articles from IJME, JBUSRES, BEJ and SJPE were finally reviewed. Four (4) articles representing 21% of the total study were studied in Ghana, Nigeria and the USA. The remaining articles were studied in Japan, Turkey, Spain, Portugal, Tanzania, Georgia and the UK. Concerning the period of publication, 79% (5) of the articles were published in the period 2010-2020 and only 4 (21%), in the period 1991-2009.

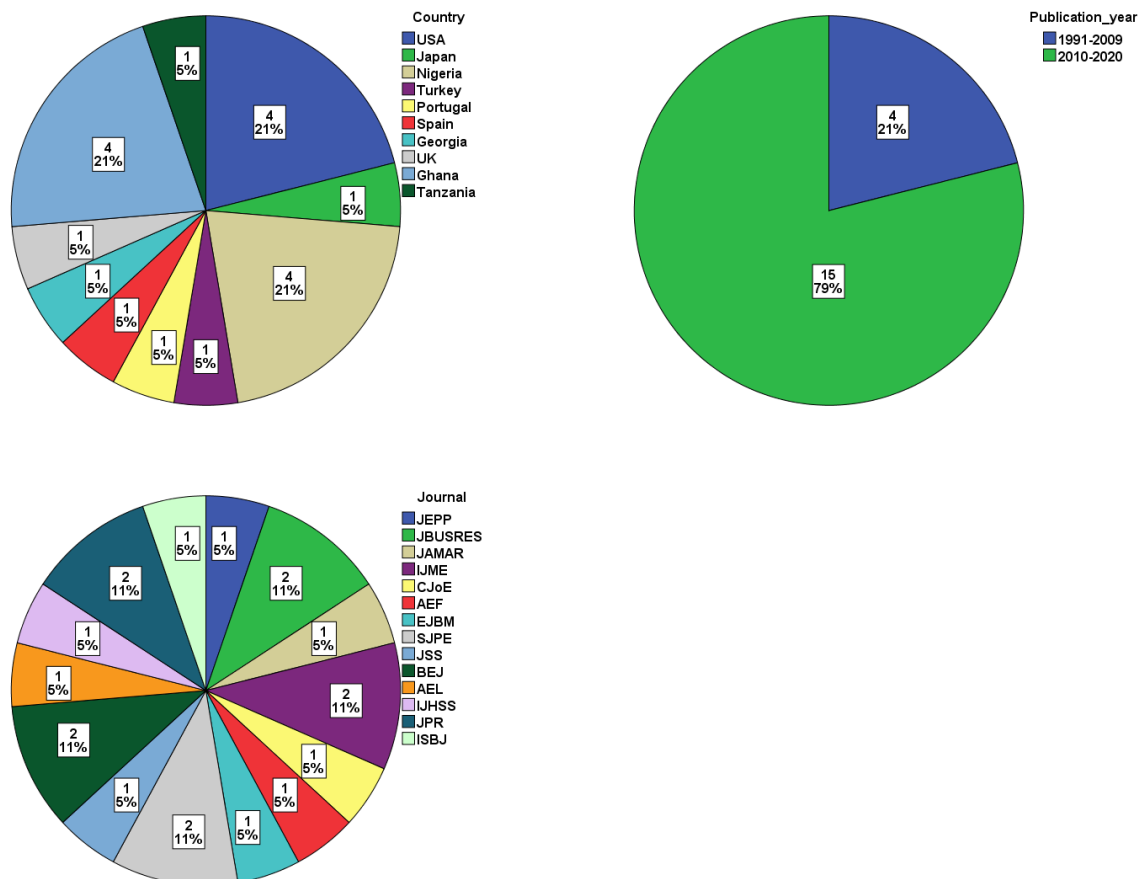


Figure 1: Distribution of final literature according to country, publication year and journal.



Relationship between Entrepreneurship and Unemployment

Eleven (11) out of the 19 articles on entrepreneurship as solution to unemployment reviewed the relationship between entrepreneurship and unemployment across different countries. The summary of the impact of entrepreneurship on unemployment is presented in Table 1.

From Table 1, it is observed that entrepreneurship and unemployment have a negative relationship (Plehn-Dujowich et al., 2012). Thus, according to Plehn-Dujowich et al. (2012) in a study conducted across USA industries, entrepreneurial activities reduce unemployment. Ten (10) sectors comprising construction, manufacturing, wholesale and retail trade, transportation and utilities, information, financial activities, real estate, professional and business services, scientific and technical services, educational and health services, leisure and hospitality, and other services except public administration were studied. Findings from the study indicated that entrepreneurship in the construction, transportation and utilities, financial activities, and professional and business services sectors had the greatest impact on unemployment. The study used the unemployment rate to measure unemployment at the sector level spanning the period 2000 to 2011 on a monthly basis. Dilanchiev (2014) in a study on the relationship between entrepreneurship and unemployment also asserted the significant impact of entrepreneurship on unemployment. Specifically, the study concluded that entrepreneurship is indeed vital for reducing unemployment in a developing economy like Georgia. This claim was further espoused by Thurik (n.d.) in a study on the extent of impact of entrepreneurship on unemployment.

Again, a study conducted by Stel et al. (n.d.) across Japanese industries spanning a period of 1972 to 2002 about the relationship between entrepreneurship and unemployment showed that unemployment decreases with increasing entrepreneurial activities. In fact, their study revealed that entrepreneurship is vitally important for reducing unemployment in Japan, and thus urge the government to stimulate entrepreneurship (business ownership) through creating an entrepreneurial culture. Despite these findings, the study indicated that entrepreneurship has a lagging effect and that the true impact on unemployment takes at least five (5) years to manifest. They recommended that the media and the education system could play a critical role in creating an entrepreneurial culture in Japan.

Furthermore, Beynon et al. (2019) shed light on the complexity of the impact of innovation and entrepreneurial activities on unemployment within various economic geographies represented by individual states in the USA. Particularly, to expand the debate on the impact of entrepreneurship in countries in different states of development, the study revealed that high unemployment in the rural regions was persistently linked with the absence of main street entrepreneurship (start-up business and innovation). Their study showed that the absence of unemployment in certain urbanized areas was not merely due to entrepreneurial activity, rather a combination of innovation with entrepreneurship. Thus, according to their study, while high unemployment in the rural settings may be directly related to lack of entrepreneurship, in the urban settings entrepreneurship alone is insufficient unless it is combined with innovation to have a meaningful impact on growth and employment. Cueto et al. (2015) on a study on the relationship between entrepreneurship and unemployment taking into account its spatial dimension in Spain made a similar assertion that the strength of entrepreneurship in reducing unemployment is in its combination with innovation. Nonetheless, proper environmental or entrepreneurial conditions need to be available for maximum effect.



Contrary to the above findings, a study conducted by Kum and Karacaoglu (2012) across Turkey on the dynamic relationship between entrepreneurship and unemployment found that entrepreneurship and unemployment are not interrelated. This may come as a surprise but according to their findings, the authors indicated that this may be associated with the difficulty faced by new entrepreneurs in starting a business including expertise, market and demanding research, technological support, qualified human resources, marketing and advertising. Besides, they further indicated that entrepreneurs, particularly the youth and women, must develop a strong entrepreneurship mentality and innovation in order to have a meaningful impact on unemployment. This latter assertion is espoused by the study of Beynon et al. (2019) which identified that in urban settings entrepreneurship alone is insufficient unless it is combined with innovation to have a meaningful impact on growth and unemployment. As a matter of fact, Baptista and Thurik (2007) on a relationship between entrepreneurship and unemployment in Portugal in the period from 1972 to 2002 indicated no significant effect of entrepreneurship on unemployment. According to the study, this was observed due to the micro nature of the new businesses established in Portugal.

Further study conducted by Sheila (2016), in Anambra State, Nigeria on entrepreneurship development and unemployment reduction demonstrated a reduction in unemployment through entrepreneurship empowerment. Nevertheless, they admitted that this reduction is only possible when the government and other stakeholders are committed to provide man-power empowerment programmes in the form of provision of funds, credit facilities, training, tax reductions and so on. To buttress these findings, Nkwatoh (2015) also on the relationship between entrepreneurship development and unemployment in Nigeria supported that entrepreneurship reduces unemployment. As recommended by Sheila (2016), Nkwatoh (2015) also concurred that government and stakeholders should create ample opportunities in the form of new firms, new ideas, knowledge-based economic activities, self-reliant activity programs, among others in order to make entrepreneurship appealing and easy particularly to the youth. Though the findings support that entrepreneurship reduces unemployment if given the right conditions, Nkwatoh (2015) further acknowledged in his findings that such reduction is not instantaneous and only starts impacting positively after the duration of eight years. This is in concurrence with the study conducted by Stel et al. (n.d.) which asserted that entrepreneurship has a lagging effect on unemployment and therefore will only begin impacting on unemployment after at least five years. Similarly, Audretsch et al. (2008) concurred on the combination of entrepreneurship and innovation as a major approach to curbing unemployment. This was recognized through their study on the relationship between entrepreneurship and unemployment rate.



Table 1: Summary of research focus, design, findings and recommendation on selected articles on relationship between entrepreneurship and unemployment.

References	Research focus	Research design	Findings	Recommendation
Plehn-Dujowich et al. (2012) USA	Interrelationship of entrepreneurship, unemployment, and growth	BLS data 2000-2011	Entrepreneurship decreases unemployment, unemployment generate entrepreneurship	Develop entrepreneurial culture among Japanese right from primary education
Stel et al. (2007) Japan	Relationship of entrepreneurship and unemployment	Modelling and COMPENDIA data 1972-2002.	Entrepreneurship dampens unemployment	Develop entrepreneurial culture among Japanese right from primary education
Beynon et al. (2019) USA	Role of entrepreneurship on US unemployment	Kauffman Index of Entrepreneurship Data	High unemployment is due to absence of main street entrepreneurship	
Kum and Karacaoglu (2012) Turkey	Relationship between entrepreneurship and unemployment in Turkey	Unemployment and self - employed data by TurkStat	Entrepreneurship has no effect on the decrease of unemployment rate	
Sheila (2016) Nigeria	Relationship between entrepreneurship development and unemployment reduction in Nigeria	Survey	Entrepreneurship empowerment reduces unemployment	Government should strive to reduce the cost of doing business in Nigeria
Nkwatoh (2015) Nigeria	Role of entrepreneurship on youth unemployment	Modelling technique	Negative effect between unemployment and entrepreneurship development	Government and stakeholders should create enabling environment for entrepreneurship



Baptista and Thurik (2007) Portugal	Relationship between entrepreneurship and unemployment in Portugal in the period from 1972 to 2002		Impact of subsistence entrepreneurship is not significant	
Cueto et al. (2015) Spain	Relationship between self-employment and unemployment taking into account its spatial dimension	Regional Spanish data and modelling	Entrepreneurship effects on unemployment is dependent on the environment	
Audretsch et al. (2008) USA	Relationship between entrepreneurship and unemployment rate	Modelling	Impact of entrepreneurship on unemployment is insufficient unless combined with innovation	innovative and high growth entrepreneurship than on inducing the unemployed into entering into self-employment.
Dilanchiev (2014) Georgia	Relationship between entrepreneurship and unemployment	Secondary data	Found entrepreneurship is vital for solving unemployment	
Thurik (n.d.) UK	Extent of the impact of entrepreneurship on reducing unemployment	Modelling	Entrepreneurship reduces unemployment	



Entrepreneurship Approach towards Reducing Unemployment

In the 32 articles studied, five (5) investigated the approaches of entrepreneurship towards curbing unemployment. An overview of these studies is listed in Table 2 with description of approaches.

In a study conducted by Highfield et al. (2020), they focused on education as an approach to developing entrepreneurial intent and activities. Their studies further identified entrepreneurship education as a significant tool in promoting entrepreneurial intent among the citizenry. According to their study, people become more aware and oriented in entrepreneurship when exposed to entrepreneurial education at the early stage of their life. In this regard, entrepreneurial education should be introduced at the primary school so that pupils can learn and grow with an entrepreneurial mindset. According to the study, this approach has proven very successful in countries such as Norway, Finland and Japan in developing their economy through entrepreneurship.

Mutarubukwa (n.d.) on the role of entrepreneurship practices to develop entrepreneurs identified that entrepreneurship practices develop creativity and confidence of potential entrepreneurs. Hence, he argued that entrepreneurship training should not just be limited to theory but must be incorporated with practical skills such as drawing of business plans. This finding was espoused by Maigida et al. (2013) in their project on entrepreneurial skills as an approach for youth empowerment. Maigida et al. (2013) further asserted that entrepreneurial practices are highly essential for developing entrepreneurial skills among students of entrepreneurship. They further argued that the government and private entities should include entrepreneurship education in Technical Vocational Education and Training for creating entrepreneurial traits among young people. The study identified that this approach is very effective not in the development of entrepreneurial skills but also in the development of the confidence and creativity of prospective entrepreneurs.

Furthermore, in a study by Beynon et al. (2019) on the role of entrepreneurship in reducing unemployment, it was found that entrepreneurship when combined with knowledge produces a powerful force enough to uproot unemployment. The study indicated that knowledge-based entrepreneurship promotes innovation and creativity.

Moreover, Owualah (n.d.), in a study on tackling youth unemployment through entrepreneurship, recommended the use of a guaranteed loan scheme as a necessary approach for cultivating entrepreneurship as an attractive and easy venture for young people.



Table 2: Overview of research focus, design, findings and approach on selected articles on entrepreneurial approach towards unemployment

References	Research focus	Research design	Findings	Approach
(Highfield et al., 2020) USA	Education as an approach to developing entrepreneurial intent and activities	Systematic review of 45 articles	Entrepreneurship education promotes entrepreneurial intent.	Introduce entrepreneurial education early in the life of citizens to cultivate entrepreneurial intent
(Mutarubukwa, n.d.) Tanzania	Role of entrepreneurship practices to develop entrepreneurs	Literature review	Entrepreneurship practices develop creativity and confidence of potential entrepreneurs	Develop entrepreneurial confidence and creativity through entrepreneurship practices
(Beynon et al., 2019) USA	Entrepreneurship role in reducing unemployment	Kauffman Index of Entrepreneurship Data	Knowledge based entrepreneurship significantly impact unemployment	Combine entrepreneurship with innovation
(Maigida et al., 2013) Nigeria	Entrepreneurial skills as an approach for youth empowerment	Secondary data, Federal office of Statistics (FOS)	Use entrepreneurship training in Technical Vocational Education and Training for creating entrepreneurial traits	Establish Technical Vocational Education and Training to build entrepreneurial traits
(Owualah, n.d.) Nigeria	Tackling youth unemployment through entrepreneurship	Survey, stratified random sampling	Use guaranteed loan scheme as necessary cooperant for cultivating entrepreneurial practices	Government should establish guaranteed loan scheme to motivate entrepreneurship



Entrepreneurship in Ghana

In the 32 articles studied, four (4) investigated on the entrepreneurship practices in Ghana. An overview of these studies is listed in Table 4 with description of approaches and summarized in Figure 4.

Enu-Kwesi (2013) studied the entrepreneurial skill development for tackling youth unemployment in the Ajumako Enyan-Essiam District of Ghana. According to the study, most start-up businesses fail to develop into meaningful employable ventures due to limited entrepreneurial knowledge and skills of the owners. According to the study, entrepreneurial knowledge and new ideas are key entrepreneurial conditions necessary for successful entrepreneurship among the youths; therefore, the Government of Ghana and other key stakeholders should allocate resources for entrepreneurship education. This assertion was further buttressed by Owusu-Ansah (2012) in his study on the influence of entrepreneurship education on students' career intentions and aspirations towards business start-ups. His study recognized that incorporating entrepreneurship programmes in educational curriculum has a great influence on career intentions. They recommended that in the event where entrepreneurship education is lacking, a student enterprise center should be set up to provide business advice, mentorship and other practical support towards the realization of the self-employment aspirations of the students.

Furthermore, Dapaah (2014) surveyed 100 graduate students to examine how entrepreneurship serves as the means of improving the economic growth of a nation through job creation ventures. It was recognized that the traditional lecture mode of teaching entrepreneurship is insufficient to develop entrepreneurial skills; therefore, it should be complemented with experiential learning. He explained that entrepreneurship training should not just be restricted to the end of semester examination but must include simulation exercises such as the development of business plans. Likewise, Serwah and Mensah (n.d.) on a survey about the causes of unemployment and entrepreneurship as a potential approach in reducing this menace, identified entrepreneurial competencies of knowledge, skills and attitudes as three key recipes for promoting entrepreneurial proactivity and innovation which impact the development of new enterprises. In this line, she asserted the incorporation of these three elements in all entrepreneurship programmes.



Table 3: Overview of research focus, design, findings and approach on selected articles on entrepreneurship in Ghana

References	Research focus	Research design	Findings	Recommendation
Enu-Kwesi (2013) Ghana	Entrepreneurial skills development for tackling youth unemployment	Survey	New ideas, knowledge based economic activities are key for effective entrepreneurship	Government and stakeholders should create enabling entrepreneurial conditions
Owusu-Ansah (2012) Ghana	influence of entrepreneurship education on students' career intentions and aspirations towards business start-ups.	Survey	Entrepreneurship programme has a great influence on career intentions	It is recommended that a student enterprise centre is set up to provide business advice, mentorship and other practical support towards the realization of the self-employment aspirations of the students.
Gyamfi (2014) Ghana	The purpose of this quantitative study was to examine how entrepreneurship education serves as the means of improving the economic growth of a nation through job creation ventures.	Survey of 100 graduates	the traditional lecture mode of teaching entrepreneurship is insufficient to and should be complimented with experiential learning	The assessment mode should not only be restricted to end of semester examination but must include simulation exercise such as the development of business plans.
Serwah and Mensah (n.d.) Ghana	causes of graduate unemployment in Ghana and presents entrepreneurship education as an important means of dealing with this development challenge.	Survey	Entrepreneurial competencies of knowledge, skills and attitudes are key to promoting entrepreneurial proactivity and innovation	The three entrepreneurial competencies must therefore be embedded in every entrepreneurship course or programme of study



CONCLUSION

Entrepreneurship is a proven weapon, if properly wielded, that could stimulate economic growth and exterminate unemployment. As a matter of fact, of the nineteen (19) articles reviewed with regards to the nexus between entrepreneurship and unemployment, 16 identified and concluded that entrepreneurship reduces unemployment. The reviewed studies identified and made solemn affirmation that unemployment reduction through entrepreneurship is contingent upon creating favourable space for entrepreneurs to operate. In a study in Anambra State, Nigeria, Sheila (2016) identified provision of funds, credit facilities, training and tax reductions as enabling space for enterprises in steering unemployment reduction. Nkwatoh (2015) further identified new ideas, knowledge-based economic activities and self-reliant activity programs as key entrepreneurial recipes to halting unemployment.

A study conducted across the individual states in the United States by Beynon et al. (2019) revealed that while entrepreneurship alone is possible to eradicate unemployment in the rural settings, it needs to be combined with innovation in order to make a significant impact on unemployment in the urban settings. Thus, according to their study innovation and entrepreneurship are two powerful weapons when properly combined helps in creating a lethal armament deadly enough to uproot unemployment everywhere.

Moreover, findings from Stel et al. (n.d.) and Nkwatoh (2015) exposed that unemployment reduction through entrepreneurship is not instantaneous and thus requires a minimum of five years to be evident. Regarding economic sectors with the most significant impact on unemployment reduction through entrepreneurship, four sectors constituting the construction, transportation and utilities, financial activities, and professional and business services were identified.

On the whole, entrepreneurship alone decreases unemployment conditionally but when combined with innovation produces a powerful force capable of revolutionizing every economy unconditionally. Ghana can benefit massively in reducing its unemployment problem by incorporating innovation and practical entrepreneurship in its entrepreneurial interventions.

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