

**THE INFLUENCE OF KAZI KWA VIJANA PROGRAMME IN
REDUCING YOUTH UNEMPLOYMENT IN KENYA, A CASE OF
MUTITU DISTRICT, KITUI COUNTY**

BY


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DECLARATION


I declare that this research project is my original work and has not been presented for an award in any other University/Institution.

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Date: 31/07/2012,

This research project has been submitted for examination with my approval as the University supervisor.

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DEDICATION

This project is dedicated this to my wife Tabitha, children Elsie and Sharon and my parents for their patience, encouragement and inspiration to me as I pursued academic excellence.

Thank you very much

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ABBREVIATIONS AND ACRONYMS

AIDS	:	Acquired Immune Deficiency Syndrome
CPPS	:	Core Poverty Programs
DIT	:	Directorate of Industrial Training
EACID	:	Egyptian Association for Community Initiatives and Development
EMOP	:	Emergency Operations Programme
ERS	:	Economic Recovery Strategy
GOK	:	Government of Kenya
HIV	:	Human Immunodeficiency Virus
ILO	:	International Labour Organization
KIPPRA	:	Kenya Institute for Public Policy Research and Analysis
KKV	:	Kazi Kwa Vijana
MDGs	:	Millennium Development Goals
MEDA	:	Medium Enterprise Development Agency
MF	:	Micro Finance
MFIs	:	Micro Finance Institutions
MOYAS	:	Ministry of Youth Affairs and Sports
MTP	:	Medium Term Plan
NARC	:	National Rainbow Coalition
NGOs	:	Non Governmental Organizations
NMDC	:	National Manpower Development Committee
NYP	:	National Youth Policy
NYS	:	National Youth Service
PEC	:	Poverty Eradication Commission
RSA	:	Republic Of South Africa
SPSS	:	Statistical Package For Social Sciences
UK	:	United Kingdom
UNFPA	:	United Nation Population Fund

UNRISD : United Nations Research Institute for Social Development.
USA : United States of America
WHO : World Health Organization
WSSD : World Summit for Social Development.
YEDF : Youth Enterprise Development Fund
YEI : Youth Empowerment Initiative

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

Youth employment is of critical concern to almost every country in the world. While the developed world have some strategies to cushion youth against unemployment, the developing and under developed world are struggling with the impact of youth unemployment. Despite the remarkable economic growth over the last decade, the unemployment rate remains particularly high in the world, especially for youth. Even worse, the youth participation rate in the labour market is very low, (European Commission, 2002). Kenya is a signatory of the World Summit for Social Development (WSSD) held in Copenhagen in 1995 and attended by more than 100 world leaders. The Government is committed to the goals and targets adopted in the summit. One of these goals is Eradication plan of 1995 – 2015 has been formulated in line with these goals. It provides a national policy and institutional framework against poverty in Kenya. It provides a vision when Kenya hopes to halt and eradicate poverty step by step. Poverty reduction is a national challenge.

At independence in 1963 the Government of Kenya (GOK) identified illiteracy, disease, ignorance and poverty as the main problems for sustainable development. The plan observes that initially, it was seen as a short term hardship which would disappear as the nation developed and grew in economic terms. Today, Poverty is now recognized as a major threat to a very significant section of Kenyan households. It has worrying follow-on economic well-being of those with surplus income. It also notes that, it's being increasingly recognized that economic growth alone will not be sufficient to reduce poverty.

Vision 2030 document highlights eradication of extreme poverty and hunger as one of the millennium development goals. In 2002, the NARC Government came up with the Economic Recovery Strategy for wealth and employment creation (ERS). Its target was to reduce poverty from 56.8% to 51.8% in 2007. By 2005/06 the incidence of poverty had declined to 45.9%. Poverty levels decreased due to implementation of economic and

governance reforms, which targeted poverty interventions among others. In its column for emerging issues, the End term Review of Economic Recovery strategy observes that youth unemployment remained high and is likely to pose a Social-political risk to the country's development. It observes that high rate of unemployment among the youth has increasingly remained an obstacle to development. It recommends that public works programmes should be used to create short-term employment opportunities for women and young people. These are Labor intensive programmes such as free jobs, roads 2000 programmes and others hence KKV programs.

1.1.1 Youth and Poverty

Nearly half of the world's population is under 25 years (I.L.O, 2004). The International Labor Organization estimates that 351 million children under the age of 18 are economically active. The UNFPA research estimates that there are 1.2 billion young people. The Government of Kenya established Youth Enterprise Development Fund (YEDF) in 2007 to provide youth with capital to operate businesses as a way of reducing youth unemployment. As effective as Micro Finance (MF) has become as a development tool for poor women, unmarried working young people have been left out of the adult focused formal and informal lending sectors. Unmarried young people of legal age have been relegated to the sidelines accessing MF services due to perceived risk, age and status in society. Many young people work long hours and accept low wages in the informal sector (Carothers, 2003).

Some young people who work combine education (school, vocational training or apprenticeship) with paid work and while this allows children and youth to continue their education, their ability to perform well can be compromised. The ability of children or youth to control the scheduling of their work can allow them to improve their educational performance and controlling work schedules can be done when children or youth operate their own businesses. Unfortunately, one of the biggest constraints to young people in business is access to financial services (credit and saving services) (Republic of Kenya, 2008c).

The young people growth rate was expected to increase by 30 percent by 2010 according to the National Bureau of Statistics. The growing population and high unemployment rates

affecting youth disproportionately make a strong case for MF services to support young people owned enterprises. By working with the next generation, MF could expand its market base. MFIs may be pioneering strong customer loyalty and relationship building for a young market that will be with them for years to come. MEDA has found that EACID has slightly modified their standards loan products but has made major efforts to market their product to businesses employing young people and family-run businesses where the young people tend to manage the daily operations (Republic of Kenya, 2008c).

Poor working young people are creative, persistent and resourceful and they have learned to think like adults on how to sell, ration, budget and manage risk either completely on their own or with families and/or community networks. Despite the fact that these younger entrepreneurs are self-learned, they are sales savvy, quick with complex math transactions and hardworking, they cannot access financial services. It should be said that not all children and youth will be entrepreneurial nor may microfinance be appropriate for their needs. (CGAP, Focus notes). However, there are competent and viable young entrepreneurs and businesses that employ young people who are in need of credit to run their enterprises more efficiently – and safely – and are viewed as too risky and unbankable (Martin, 2003).

1.1.2 Impact of Youth Employment

For every young person, a job offering decent work is an important step in completing the transition to adulthood, a milestone towards independence and self-reliance. For children and young people living in poverty and in other disadvantaged situations, employment is often the main means for attaining a better life, though such employment is often informal with poor or exploitative working conditions. For more fortunate youth, prospective employment influences their choice of education and training, and increasingly, their decisions regarding marriage, kinship and cohabitation. For society, youth employment promotes social integration, intergenerational dialogue, citizenship and solidarity. Creating and fulfilling income-generating job opportunities for young people can have direct positive consequences for poverty alleviation (Hafkin, 2002).

Youth employment thus benefits social development. It also benefits economic development by facilitating the entry of young skilled people into the productive sectors of an economy,

and enabling the economy to sustain or increase its productivity and competitiveness in the global market place. However, growing and persistent youth unemployment has a negative impact on social development. Youth unemployment, in particular long-term youth unemployment, can generate frustration and low self-esteem, and can lead to increased vulnerability among some young people to drugs, disease and crime. Youth unemployment can also lead to the marginalization and exclusion of young people. There is evidence that unemployment can expose youth to greater risks of lower future wages, repeated periods of unemployment, longer unemployment spells as adults, and income poverty (Hafkin, 2002).

Unemployment rates are typically higher for young women than for men, while youth in rural areas face different challenges from their urban peers. In addition, young people with disabilities continue to face enormous challenges in the labour market. In some countries, ethnicity, particularly among young migrants, is a factor in their social exclusion and marginalization. Youth unemployment can impose large economic costs on society. The necessity to address the needs of long-term unemployed youth can become a significant burden on public budgets. When there is a mismatch between the education and training young people receive and the requirements of employers, or if the employment opportunities are simply not there, both young people and society bear the costs (Republic of Kenya, 2005b). When some youth are unable to complete their education and training, or to successfully negotiate their way to employment, there is a need to offer them “second chances” through supported training programmes or job placement schemes. Yet, on a precipitate basis, there is a high cost associated with these programmes. Therefore, it is imperative that the education, employment and social services helping young people get it right the first time (Republic of Kenya, 2008c).

1.1.3 Kazi Kwa Vijana (KKV) Initiative

The *Kazi Kwa Vijana* (KKV) programme is one of the “youth” targeted public works program in Kenya. Major activities include Tree planting, road maintenance, clearing bushes, cleaning rivers and markets, Dams de-silting etc. Though a fairly recent initiative, a preliminary review of the KKV shows that it is not as effective as anticipated. A review of the KKV programme against some of the identified features of effective public works programme based on international experiences shows some gaps, which can be improved.

YEI framework identifies some of the important features of an effective public works programme. Such programmes should: offer/pay a sufficient wage rate; target the poorest households especially when employment cannot be provided to all who require jobs; help create assets that benefit the poor; create economic opportunities for locals e.g. to supply non-wage inputs; have work schedules that are harmonized with the survival requirements and coping strategies of the poorest households; be located close to where the poorest live to maximize their participation; have an exit strategy to allow long term employment opportunities to enable the poorest to lift themselves out of poverty; and, encourage and allow participation of labour market institutions and other NGOs to guarantee the rights of the workers and vulnerable groups (KKV manual –GOK, 2009).

The KKV programme uses low wage rates as self-targeting criteria for the youth. However, care should be taken not to set the wages at very low levels to violate the existing minimum wage legislations, encourage exploitation of the youth, trigger erosion of the social protection objective of the programme and impose unintended harmful impacts to the youth and their families. At the same time, the wages should not be set at very high levels to create distortions in the labour market, encourage ineffective targeting of the youth and corrupt practices. Effective targeting is crucial since evidence from other countries indicates that the effectiveness of public works projects may be diminished or made marginal if the programs are not well targeted (McCord, 2004). Currently, the KKV programme does not effectively target the youth from the poorest households. It merely employs the principle of “first come first served” to enlist beneficiaries. As the initiative progresses, it would be advisable to design and adopt a more effective targeting strategy that reaches the youth from the poorest households (KKV manual-GOK 2009).

To facilitate effective targeting, it is important that the intended objective of a public works programme be clear and precise. A precise objective enables the targeting criterion for beneficiary selection to be explicit. In the case of the KKV programme, if the overriding objective is to offer employment to the youth then the design restriction on the ages of beneficiaries strictly to the 18-35 year bracket is appropriate. However if the overriding objective is to offer employment to the vulnerable youth, then age restriction alone would not

be an appropriate design criterion. Equally, the issue of employment duration of KKV may need to be reconsidered. Given the short term nature, the KKV projects may offer an appropriate response to temporary shocks but may fail to address long term development needs. Studies show that public works projects with short durations may not effectively tackle youth unemployment (ILO, 2010).

Most of the KKV activities last for up to 3 months only. Thus, they can only act as a stop gap measure to cyclical unemployment and address youth school to work transition but may not lift its beneficiaries out of unemployment. As an example, Samson et al (2006) provides CARE's experience in Malawi with the Central Region Infrastructure Maintenance Programme (CRIMP) which suggests that 18 months is the minimum duration required to begin reducing youth unemployment and chronic poverty. A relatively long duration allows participants to build up assets and later concentrate efforts in income generation activities.

International experiences show that the KKV programme can have greater impact on youth employment if the programme is made to be of a longer duration in addition to meeting the other conditions of an effective public works project. It is noted that the KKV programme has the opportunities for redesign in order to reap better outcomes. Some of the projects within the KKV programme such as the Nairobi River Basin Rehabilitation and Restoration, Routine Maintenance of Road projects, and Trees for Jobs have wide scope for creating permanent jobs since the services are required on a continual basis. This contention is supported by the fact that the Ministry of Youth Affairs and Sports has entrenched Trees for Jobs as one of their flagship projects for long term implementation under the Vision 2030 (Ministry of Youth Affairs and Sports strategic plan 2010-2015).

At the same time, the KKV programme require an effective exit strategy to protect its beneficiaries that have attained the "cut-off age" from shifting back to unemployment. In this respect, skills' training is usually one of the proposed interventions. However, the skills transferred should be those that are in demand in the labour market. In the Kenyan case, training and internship programs is seen to be key supplementary interventions given that majority of the openly unemployed youth lack useful skills to effectively participate in the

labour market. Although the KKV projects mainly use unskilled labour (planting trees and clearing riverside areas) it is possible that participants could be trained in related life and employment skills (Republic of Kenya, 2008c).

1.2 Statement of the Problem

Poverty reduction is a national challenge since independence. Government hoped to eradicate it through economic growth. Government policy documents including National Poverty Eradication plan, 1999-2015, Economic Recovery Strategy for Employment and Wealth creation, 2003-2008, Vision 2030 and others includes Government initiatives towards this Vice. Poverty is multi-dimensional, it includes shortage of income and deprivation in other aspects e.g. in the standard and quality of life experienced. Morris (1998) suggest that the key to empowering youth is to provide collective action by numerous groups, including the government, non-governmental organizations, media, educational institutions, community organizations and program, youth peer groups and young people themselves.

None of the known local and international studies have ever focused on the impacts of youth employment program dubbed Kazi Kwa Vijana on poverty alleviation in Kenya. Locally, studies on employment and its impacts on the groups concerned have been conducted. Ongolo (1983) did a research on impact of village polytechnic programme on employment and rural development while Kigungu (1993) did a study on perceived fulfillment of organizational employment versus entrepreneurship which centered its focus on graduate business students. Other studies related to poverty reduction include Gulavic's, (2005) on stakeholders' involvement in the poverty reduction strategy formulation, Kithinji's (2005) research on factors affecting implementation of government strategies in agriculture to reduce poverty in Kenya which was a case of Meru Central District and Maghanga's (2007) project on the perception of micro finance loan borrowers on the effects of loans on their business and as a poverty alleviation tool. It is in this light that the researcher aims to fill the existing academic gap by carrying out a research on the impacts of youth employment programme dubbed Kazi Kwa Vijana in alleviating poverty among the youths.

1.3 Purpose of the study

The purpose of the study WAS to establish the Influence, importance and benefits accrued from the Kazi Kwa Vijana programme and its effectiveness in reducing youth unemployment in Kenya with references to Mutitu District, Kitui County. This will advise the project implementers and policy makers on the viability of the programme.

1.4 Objectives of the study

1.4.1 General objective

The general objective of the study was on the Influence of Kazi Kwa Vijana programme in reducing youth unemployment in Mutitu District Kitui County

1.4.2 Specific Objectives

The specific objectives of this study were:

- i. To determine the Influence of youth employability in reducing youth unemployment in Mutitu district
- ii. To examine the Influence of youth income in reducing youth unemployment in Mutitu district
- iii. To determine the Influence of employment creation in reducing youth unemployment in Mutitu district
- iv. To examine the Influence of creation of equal opportunity for youth in reducing youth unemployment in Mutitu district

1.5 Research Questions

- i. What is the Influence of youth employability in reducing youth unemployment in Mutitu district?
- ii. What is the Influence of youth income in reducing youth unemployment in Mutitu district?

iii. What is the Influence of employment creation in reducing youth unemployment in Mutitu district?

iv. What is the Influence of creation of equal opportunity for youth in reducing youth unemployment in Mutitu district?

1.6 Significance of the study

This study will be useful to other researchers who will find valuable information to extend knowledge in this area. It will refine the understanding of poverty dimensions among the youth

Policy makers will find the study useful in formulation of policies concerning the youth. It will help to put forward the voice of the youth on the ground.

1.7 Limitations of the study

The researcher faced respondents who would not freely reveal personal details like earnings to a third party for fear of ridicule. The researcher introduced himself to the respondents and assured them that the study is purely academic. An introduction letter from the University acted as evidence.

Some of the respondents had low education levels. The researcher in such cases used translators to ensure that the questions were understood.

1.8 Definition of significant terms

Community

The people who live in the same area or town and share common values, beliefs, culture and have a common interest.

Kazi Kwa Vijana (KKV)

This is a Swahili translation of 'work for youth'. It seeks to emphasize that the work will be done entirely by the youth. It's a programme by the Kenya Government in all constituencies aimed at employing youths in labour intensive work within their communities such as road maintenance, tree planting and de-silting of water dams etc.

Public works projects

These are projects which are labour intensive and belong to the community. They are meant to benefit the public and not an individual. They are mostly under direction and custody of the government on behalf of its citizen.

Unemployment

The economic definition of unemployment includes all jobless individuals who are seeking employment. Unemployment includes individuals who are willing to work and have the capacity to work but cannot find work. It does not include individuals who choose not to work or who have given up looking for work.

Youth

According to the Ministry of Youth Affairs and the National Youth policy document, a youth refers to a male or female who is between the age of 15 and 30 years. But for the purposes of this programme, the KKV operation manual defines a youth as a male or female aged between 18 years up to 35 years and holds a national identity card.

Youth Unemployment

This refers to the joblessness situation of young people aged between 18-35 years. It entails lack of work or unavailability of jobs to young people who are energetic, productive and have skills.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter summarizes the information from other researchers who have carried out their research in the same field of study. The specific areas covered here are theoretical orientation, theoretical framework, empirical review, conceptual framework, operationalization and operational framework.

2.2 Theoretical Orientation

2.2.1 Freire's Success Theory

Paolo Freire's successes with the empowerment of illiterate peasants led to the Brazilian government supporting him to start thousands of cultural circles around the country in 1962 until forced into exile after a military coup two years later. He continued to develop his ideas through his writings until his death in 1997. Freire often denied he had a theory or model (Taylor, 1993); rather, he described a pedagogy that used the power generated from knowledge to bring about social or cultural action (Freire, 1999). An essential component of Freire's earlier writings was development of a critical consciousness or conscientisation (Freire, 2000).

Freire stopped using the term conscientisation after the 1970s (Taylor, 1993), but continued to refer to the development of consciousness or awareness of the person's place in the world and being able to act upon the world in a transforming way. The perception of not having control over one's destiny is one of the factors that impacts on the health of marginalized populations (Marmot, 2006). In order to bring about that sense of control, Freire described the importance of the facilitator of empowerment, understanding the worldview of the participants through a process he called decoding: a shared dialogue between both parties. The facilitator's influence was to bring the participants from one level of consciousness to another. Freire described the initial conscious state of the oppressed as the qualities of the

oppressed are fatalism, attraction to the lifestyle of the oppressor, self-depreciation, lack of confidence in self, emotional dependence on oppressor and a diffuse, magical belief in the invulnerability and power of the oppressor (Freire, 1999).

Okri (1997), in a collection of essays on freedom, also stresses the importance of the oppressed awakening to their ability to change the world around them the unheard have always seen themselves as strangers. The world is neutral: it is we who give things value. We could change the value we place on ourselves. We should always remember that it takes a certain natural genius to survive the depredations of history. We should reconnect that genius, for if we do not place the highest value on ourselves we cannot achieve the highest good in the world (Okri, 1997).

Part of the process of developing critical consciousness involves problematisation or presenting problems that were identified by the participants during the initial decoding and working through solutions in groups called “cultural circles”. The facilitator is an equal participant in the dialogue (Freire, 2000) and the end result is cultural action. The facilitator is required to show qualities such as love, honesty, trust and hope in order to create an empowering dialogue with the participants. Freire's later writings further explored the importance of the facilitator of empowerment caring for the participants and being motivated by hope and love (Freire, 1998). Freire describes the result of empowerment as a cultural synthesis when all are reborn into a new vision of the world and knowledge is shared equally (Freire, 1999).

2.2.2 Max's Conflicts Theory

Conflicts Theory by Karl Max and Max Weber developed in the late 18th and 19th centuries help understand the social world. It has three components. First is that, conflict is a common and ongoing feature of society. Conflict is the most basic feature of social life. Second component is that society is made up of various social groups who have conflicting value and interests. Finally, the third component states that all societal conflict occurs between dominant and subordinate social groups who are in competitions over resources. This helps to understand social life in Kenya (Freire, 1998). Vision 2030 research team puts young dependents percentage of working population as 0.8. The document observes that lack of

productive assets, both physical and monetary makes the youth face discrimination due to social barriers. Other causes it puts them as high unemployment rate, limited skills, and lack of adequate opportunities for educational advancement and technical training, limited opportunities for employment, high levels of poverty, drug and substance abuse. Lack of opportunities and mechanism to participate in decisions affect the youths' lives. As a result there is always a conflict in the society for those who have formal employment and those in informal employment for example. There is always a conflict of available resources and even opportunities e.g. in employment. Such conflicts tend to fulfill Maslow's needs theory. Those with fewer opportunities tend to struggle with the deficiency needs. These are the three lower needs while those with more opportunities have higher needs up the pyramid. A big percentage of the youth in Kenya do not have many opportunities. Theirs remain the physiological needs (Freire, 1999). That is food, clothing and shelter.

2.2.3 Neo-Classical Theories of Employment

The neo-classical labor economics distinguishes types of unemployment between structural, frictional, and cyclical unemployment. Structural unemployment is conceived as a product of the institutional set up of the economy, including policies, laws, regulations, private and government organizations, types of market arrangements and demography. In the literature, the importance of the institutional features for structural unemployment is particularly tied to their implications for demand for and supply of labor, price and wage formation, and the efficacy of search and matching process in the labor market, (Campbell, Pyett and McCarthy, 2007).

Frictional unemployment may be regarded as a subset of structural unemployment; mainly reflecting temporary unemployment spells as the result of job mobility, search and matching difficulties in the connection with quits, new entries to the labor market, and job separation because of the employers' dissatisfaction with individual workers. Cyclical unemployment differs from structural and frictional unemployment by basically being tied to short-term economic fluctuations. An illustration of the importance of structural unemployment as compared to cyclical is that variations in unemployment rates tend to be much larger between cycles than within cycles.

In economic theory, structural and cyclical unemployment are usually regarded as disequilibrium phenomena in the sense that they reflect excess labor supply at existing wages (Campbell, Pyett and McCarthy, 2007). Then, individual employers informally tend to hire most efficient workers. Nevertheless, technically (analytically) structural unemployment is often analyzed in terms of the concept of equilibrium unemployment. This means that the aggregate-unemployment level is in a "state of rest": existing excess labor supply is assumed to last as long as certain characteristics (parameters) of the economy are unchanged.

2.3 Empirical Review

2.3.1 Youth Employability

One of the key challenges facing the Kenyan youth is lack of necessary education, relevant training and the knowledge and skills required to enhance their absorption into the labour market. At the same time, there are too many unproductive and precarious jobs offering poor terms and conditions of employment. In practice, there are many complex structural and frictional constraints related with lack of employability. Most employers, for example, insist on looking for "experienced workers" while the youth, expectedly, lack the required work experience. While majority of employers in both private and public sectors of the economy put past experience as a minimum qualification requirement for certain jobs, Kenya lacks a framework for industrial attachment and an apprenticeship system to enable trainees acquire practical skills necessary for the world of work (Okojie, 2003). Consequently, new labour force entrants lack the required practical experience to undertake assigned tasks, calling re-training with attendant incremental costs. The lack of practical skills by majority of the youthful job seekers aggravates the unemployment situation by adding to the pool of 'educated' unemployed. Even though the Directorate of Industrial Training (DIT) is mandated with streamlining industrial attachment in the country, the institution is faced with operational rigidities and inefficiencies. Granted, some industrial attachment is going on in the country. However, the same is not coordinated and integrated into the entire education and training curricula leaving room for haphazard implementation of the same by the training providers and the attaching institutions. Questions are even abound as to whether the industrial attachments are degenerating into a new source of cheap labour (Republic of Kenya, 2008c).

Effective coordination between education, training institutions and industry is critical for skills development and the resultant employability of the youth and the entire labour force. In Kenya, however, there exist limited linkages and collaboration between education and training institutions, on one hand, and industry, on the other hand. This is reflected in the development and implementation of education and training curricula which is done without effective consultation and collaboration with relevant stakeholders, especially industry. In addition, skills development in the country has continued to be undertaken without due regard to labour market requirements. Further, institutions such as the National Manpower Development Committee (NMDC) which were meant to provide the necessary framework for interaction between training providers and industry are no longer functional (Republic of Kenya, 2008c). There is also minimal coordination, if any, between Government, employers, training providers and policy research institutions. Increasing global competitiveness requires re-orientation by economies to keep pace with global challenges, especially the fast changing technologies.

In Kenya, a technological gap has been witnessed in various sectors of the economy, with the most affected being manufacturing, agriculture and information and communication technology (Republic of Kenya, 2008c). The rapidly changing nature of employment and work requirements has brought about the need for retraining of the Kenyan workforce for increased efficiency and productivity. Increased conversion of middle-level colleges, especially national polytechnics and technical institutions into public universities however, weakens the skill upgrading nexus between secondary, tertiary institutions and universities. This has impacted greatly on the employability of the youth (Republic of Kenya 2010).

2.3.2 Employment Creation

Kenya's labour market is dual in nature, presenting a growing informal sector employment characterized by precarious jobs with a subdued growth in formal sector employment. Thus, even though the formal sector jobs are relatively preferred, they are few and cannot match the demands of the growing labour force. The Kenya government has, overtime, pursued a number of structural reforms to support formal employment particularly within the private sector (Kulundu 2003). These include reviewing the tax regime, simplification of licensing

procedures, and implementation of programs for strengthening the business environment, including enforcement of competition policies. However, these structural reforms have not been effectively and/or completely implemented to make meaningful impact on the youth unemployment crisis. While some significant improvements in the formulation of national development policies have been made, implementation has not been satisfactory, effective, consistent and efficient (Kulundu, 2003).

2.3.3 Equal Opportunities for youth

The desirable situation in Kenya is that boys and girls have equal access to education and often girls are doing better than boys at school according to the Kenya National Examination Council. But unemployment has continued to be higher among women than men. Women face various structural constraints on their effective participation in economic activities (Okojie, 2003). These include poor customary laws and norms which impede women to greater extent than men from obtaining land, credit, productive inputs, education, information, and health care; coexistence of multiple laws, which create ambivalence (for example customary and statute laws relating to marriage and inheritance; gender bias in access to basic human resource development services such as education, training and health, resulting in gender gaps in adult and or youth literacy rates; and time poverty resulting from women's multiple and competing reproductive and productive responsibilities. Regardless of these poor customary laws and norms, labor market also exhibit discriminatory policies, structural barriers and other prejudices that inhibit majority of female youth from entering and staying in the job market (Okojie, 2003).

2.3.4 Youth Income

Public Expenditure Review 2009 says that the concept of 'core poverty programs (CPPS) which was introduced in Kenya in 2002 is to protect activities which disproportionately benefit the poor from any possible budget cuts. The rationale it says is to give these programs priority in budget allocations, protection against mid-year cuts and receive full and timely disbursements. 5% of the budget goes to CPPS. CPPS cover programs that increase income of the poor, improve their quality of life, security and equality.

Card and Krueger (1993) and Spriggs and Klein (1993) found statistically insignificant employment impacts of both positive and negative signs. These results found a receptive audience in the USA, where many had supported the strengthening of the minimum wage system as a means of achieving greater wage equity, particularly if it could be shown that such wage legislation could be implemented without prejudicing the jobs of the most disadvantaged (Freeman, 1994). The 1980s in the USA had been a period in which the minimum wage had dropped to its lowest level against average earnings. However, at the same time, joblessness among the less skilled rose, leading many to argue that either wages were not the most significant factors in employment decisions or there was some threshold effect below which employment in general was wage-inelastic. This was believed to be particularly true for some in the labour market where employment was more likely to be influenced by appearance, age or the presence of disabilities than ability.

Burtless (1985) found that the employment opportunities for disadvantaged workers actually fell once they attracted wage subsidies. In a similar vein, Mangan (1990) found wage employment inelasticity for persons with disabilities in Australia where wage subsidies, approximately equal to the minimum wage, were unable to substantially increase employment opportunities for these workers. As a result, he argued that wages were not a significant factor for employment among the most disadvantaged. Overall, the American literature on the new minimum wage, given the range of empirical results recorded, is well surveyed by Kennan (1995). Myth and measurement's lasting contribution may well be to show that we just don't know how many jobs would be lost if the minimum wage were to be \$5.15 and we are unlikely to find out by using more sophisticated methods of inference on the existing body of data. What is needed is more sophisticated data (Kennan, 1995). However, this is not the view taken in some European countries. In the 1980s relatively high junior wages, in comparison to the adult average wage, were blamed for preventing any reduction in youth unemployment (Ducos and Plassard, 1991). As a result, some countries diluted the degree of minimum wages protection by either not indexing minimum wages to shifts in inflation or average adult wages or by introducing lower rates for young persons. Perhaps the most striking example was in The Netherlands, where the full adult minimum

wage is not payable until age 23 and where 18-year-olds receive less than half the adult rate (Bazen, 1994).

In 1988 the UK Government removed persons under 21 from the scope of Wages Council protection. Van Soest (1994) has undertaken a detailed study of the employment impact of minimum wages in The Netherlands and examined the employment generating potential of sub-minimum wages. Prior to undertaking his own analysis, Van Soest reviewed the time-series evidence of the 1980s for The Netherlands. He found no strong evidence of an employment effect from either increasing or reducing the youth wage relative to the adult wage. He then undertook a micro-econometric model explaining the labour market status of people younger than 30. His empirical results are based on data from the Dutch Economic Panel Data for 1984 and 1987. He used a multinomial logit model corrected by a generalised Heckman selectivity equation. The minimum wage effect was identified by the way potential earnings affect the probabilities of young person's being employed, unemployed or in full-time education. For females, a fourth regime of being a housewife was also added. With respect to the youth wage-employment relationship, the estimated elasticities were substantial and negative especially for the youngest age groups. Van Soest, (1994) concluded, Micro-econometric evidence suggests that youth minimum wages substantially affect employment probabilities of young workers. The effects are stable over time. Van Soest also found a strong positive (reducing) effect on unemployment and, for females, a strong positive effect on school enrolment (Van Soest, 1994).

2.4 Conceptual Framework

The relationship between the influence of Kazi kwa vijana programs and the employment have been shown diagrammatically in a conceptual framework (Figure 1).

Independent variables

Dependent variable

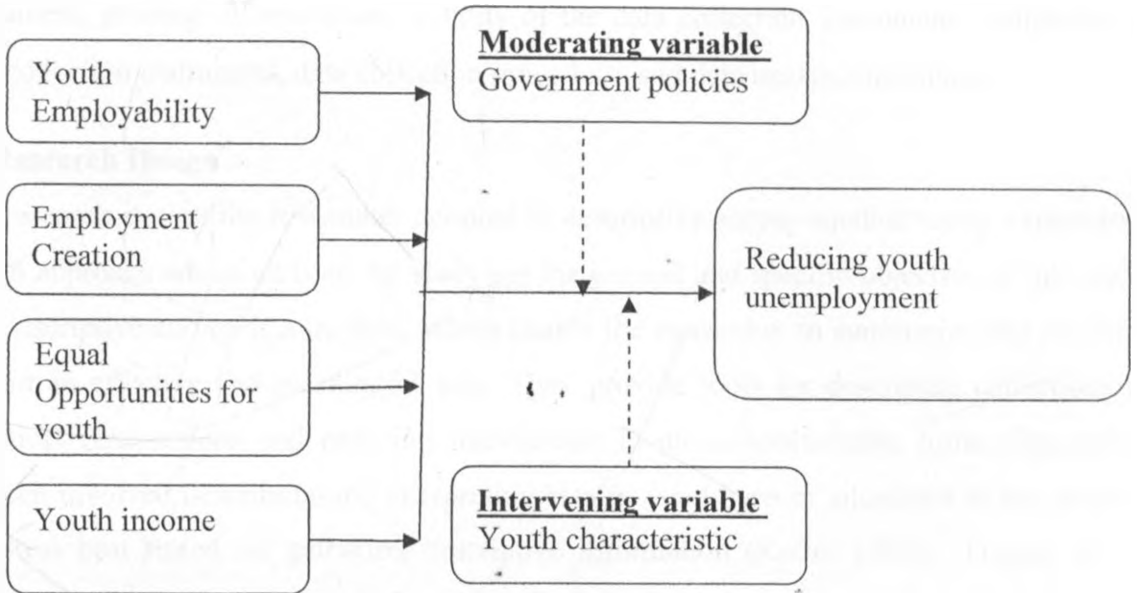


Figure 1: Conceptual Framework

The impacts of youth employment programs can be measured from the view of the four variables namely: employability, employment creation, equal opportunities for youth and youth Income, the moderating variable in this study will be government policies on poverty and unemployment among the youths, while the intervening variables will be the Youth's characteristics.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter outlines the methods that this study used to achieve its objectives. It includes research design, target population, sample size and sample selection, data collection instrument, piloting of instrument, validity of the data collection instrument, reliability of data collection instrument, data collection procedure and data analysis technique.

3.2 Research Design

The research design the researcher adopted is descriptive survey method using exploratory design approach which assisted the study get the general and specific objective of the study. The descriptive survey is a method, which enable the researcher to summarize and organize data in an effective and meaningful way. They provide tools for describing collections of statistical observations and reducing information to an understandable form. Descriptive research involved describing and interpreting events, conditions or situations of the present. This was best suited for gathering descriptive information (Kotter 1990). Formal list of questions were asked to all respondents. It's flexible, quick and cost effective (Kotter 1990).

The descriptive survey method enabled the collection of data from the population and helps the researcher to get the descriptive existing phenomena by asking individuals about their perceptions, attitudes, behavior or values. The process of relating an empirical test to support or refute a knowledge claim, it involves making decisions on what type of data is required, where the data was found, techniques of data collection analysis and interpretation.

3.3 Population and Sampling Design

3.3.1 Target Population

A population consist the total collection of elements about which we wish to make some references. The population of the study consisted of the registered youth programs in Mutitu District. Target population are the young people (youths) working to earn a living with Kazi Kwa Vijana programme in Mutitu District. There are about 1200 youth from Mutitu District

who has been involved in the kazi Kwa vijana Programmes who form the target population of this study.

Table 3.1: Target Population

Ward	Population	Proportion
Endau/ Malalani	270	23
Zombe	300	25
Kyamatu/Mwitika	293	24
Mutitu/Kaliku	337	28
Total	1200	100

Source, Ministry of youth (2011)

3.3.2 Sampling Design

A sample allows the researcher to make generalization about populations. A sample is a subset of a population, but that subset is only useful if it accurately represents the larger population. To ensure that the sample accurately represents the population, the researcher must clearly define the characteristics of the population, determine the required sample size, and choose the best method for selecting members from the population. A sample size depends on the total population.

Cluster sampling was used. Cluster sampling is a sampling technique used when natural groupings are evident in a statistical population. This sampling technique is possible because the population in consideration is homogeneous. Orodho and Kombo, (2002) argues that in the event that a population is dispersed across a wide geographical region, one may use cluster random sampling. This method allows for the division of the study population into clusters (usually countries, regions, provinces or other boundaries) and random sampling of every one in these clusters.

Mutitu District was divided into 4 clusters, which includes Endau/ Malalani, Zombe, Kyamatu/Mwitika and Mutitu/Kaliku wards. Cluster one undertakes road maintenance projects, cluster two undertakes tree planting program, cluster three undertakes dams and shallow wells de-silting and cluster four undertakes all the three programmes. The clusters

were the geographical regions in Mutitu District. For convenience purposes, the civic boundary in Mutitu District was used. From each cluster respondents were chosen randomly. The members of these clusters were interviewed to be representative of the whole population. A sample size of 10% of the target population was selected using cluster sampling which is appropriate for a descriptive research. There are groups of participants in Mutitu District. Total number of individual youths who have participated in Kazi kwa Vijana programme in Mutitu District, Kitui County is estimated to be 1200. 10% is a good representative of a population (Mugenda 2002).

3.3.2.1 Sampling Frame

Suitable sampling frame is required for the selection of the sampling units. A sampling frame is a list of elements from which the sample is actually drawn and is closely related to the population. The sampling frame was all the youth groups registered in Mutitu District.

Table 3.2: Sample Population

Ward	Population	Sample	Proportion
Endau/ Malalani	270	27	10%
Zombe	300	30	10%
Kyamatu/Mwitika	293	29	10%
Mutitu/Kaliku	337	34	10%
Total	1200	120	10%

3.3.2.2 Sampling Techniques

The study used cluster sampling technique in obtaining its sample. Cluster sampling technique has the advantage of making representative selection samples which has diverse attributes possible since each cluster has different attribute

3.4 Data Collection Method and Instruments

The Researcher intends to use both primary and secondary data. Primary data was collected directly from the field using questionnaires. Secondary data came from Government of Kenya documents like Vision 2030, ERS, midterm review strategy documents and the internet. Secondary data consists of data that already exists somehow, having been collected

for another purpose. Primary data consists of information collected for the specific purpose (Kotter 1990).

3.4.1 Data Collection Instruments

The data collection instrument will be a questionnaire. A structured questionnaire was used. The questionnaires are flexible and easy to put controls by use of structured questions (Kotter, 1990). The questionnaire contained both open and closed ended structure questions developed by the researcher and developed with questions based on the variables developed in the conceptual framework. The researcher prefers the method as it is easier and the response is given fully and it ensures that the target population represents the entire population.

3.4.2 Data Collection Method

The questionnaire was used on the sample consisting of the youths. Permission to conduct the research shall be obtained from relevant authorities. Questions shall be administered to the respondents by selected research agents who received a pre-research training by the researcher. The execution of the distribution of the survey will be in one month and the response expected in four weeks. The primary data was collected by the researcher and two assistant research agents. The service of a research expert was required in the final compilation. The qualitative and quantitative data from the various findings was analyzed and compared to generate the required reports. Conclusions were drawn from the analysis of the data and recommendations for the way forward. The time frame was within three months. The cost of the research was covered by the researcher

3.5 Piloting Instrument

To test the validity and reliability of the instrument that was used, pilot study will be conducted. After the simple random sampling described in 3.4 above, the remaining sample population, the researcher selected 5 respondents from each ward who were used for the pilot study. The response by the respondent in the pilot study enabled for questionnaire modification for the main study.

3.5.1 Validity of research instrument

Validity may be defined as the ability of a test to measure what it purports to measure. Validation of the research instrument will be done by use of a pilot study. The researcher with the assistance of his supervisor selected senior academic members of staff randomly from University of Nairobi who studied the questionnaire item carefully and rated the content validity of the instrument on a five point scale (Excellent, Very good, good, fairly good and fair). Some of the items were modified and other discarded to improve the quality of the instrument thus increasing the validity.

3.5.2 Reliability of the research instrument

According to Bali et al. (1988), reliability is defined as tendency for a test to measure what it is supposed to measure consistently. Fifteen questionnaires were administered to 15 respondents and 100% return rate was expected. The split halves was used as a method of testing reliability. Reliability was obtained by correlating the scores of odd statement with the scores of even statements in the questionnaires. This is recommended by such scientific researchers as Nachmias and Nachmias, (1976) when measuring reliability of a test. Pearson product moment correlation coefficient (r) was used to test reliability of the questionnaire. The two sets of items were scored separately and then correlated using Pearson's correlation formula and a reliability coefficient was established at 0.7.

To obtain r the following formula was used,

$$r = \frac{N \sum xy - (\sum x)(\sum y)}{\left[N \sum x^2 - (\sum x)^2 \right] \left[N \sum y^2 - (\sum y)^2 \right]}$$

Where,

X = odd scores

Y = even score

$\sum x$ = Sum of x Scores

$\sum y$ = Sum of y Scores

$\sum x^2$ = Sum of squares of x scores

$\sum y^2$ = Sum of squares of y scores

$\sum xy$ = sum of products of paired x and y scores

N = number of paired scores

r = Correlation coefficient of halves

The correlation coefficient of the halves was corrected by Spearman Brown Prophecy formula

$$R_e = \frac{2r}{1+r} \quad (\text{Tuckman, 1972})$$

3.6 Data Analysis

For data collected to have a meaningful meaning, it needed to be analyzed in a way that it is easy to be understood by the common man. This included an analysis of data to summarize the essential features and relationships of data in order to generalise and determine patterns of behaviour and particular outcomes. Before processing the responses, the completed questionnaires were edited for completeness and consistency. The researcher used both qualitative and quantitative techniques in analyzing the data. A content analysis and descriptive analysis was employed; which will include mean, frequencies and percentages. The organised data was interpreted on account of concurrence to objectives using assistance of computer packages especially statistical package for social scientists (SPSS) version 20 to communicate research findings. Tables were used for data presentation. After the analysis and interpretation of data, a final report was written to provide a summary of the findings.

3.7 Operationalization of variables

Table 3.3: Operationalization of Variables

OPERATIONALIZATION OF VARIABLES					
OBJECTIVE	VARIABLE	INDICATOR	MEASUREMENT SCALE	STUDY DESIGN	TOOLS ANALY
To determine the influence of youth employability in reducing youth unemployment in Mutitu District	Independent Variable 1. youth employability	1. youth employed 2. level of education of youth 3. training of the youth	Ordinal	Descriptive	Likert s
To examine the influence of youth income in reducing youth unemployment in Mutitu District	Independent Variable 1. Youth income	1. Income level 2. Range of income 3. Amount earned	Ordinal	Descriptive	Likert s
To determine the influence of employment creation in reducing youth unemployment in Mutitu District	Independent Variable 1. Employment creation	1. Level of employment 2. No of youth employed	Ordinal	Descriptive	Likert s
To examine the influence of creation of equal opportunity for youth in reducing youth unemployment in Mutitu District	Independent Variable 1. Equal opportunity for youth	1. Gender of youth employed 2. Characteristic of youth employed	Ordinal	Descriptive	Correlat
Youth employment/ poverty reduction	Dependent Variable 1. Employment	1. Increased earning 2. Youth employment	Ordinal	Descriptive	Correlati

After the definitions of the variables, this Operationalization table gives the insight on how the various variables were measured so that they can be analyzed and conclusions drawn thereafter.

CHAPTER FOUR

DATA ANALYSIS, PRESENTATION AND INTERPRETATION

4.1 Introduction

This chapter presented the findings of the study. The responses from the subjects were compiled into frequencies and converted into percentages and presented in tabular form. This was to facilitate easy analysis and understanding. However the findings and interpretations were done on the basis of study objectives and research questions. The open ended items that did not limit the respondents, to one response but allowed them to give as many responses as they could and were categorized and the findings presented in frequency and percentage tables.

4.2 Response rate

The researcher had targeted 120 youths involved in the kazi kwa vijana programme and 120 questionnaires were distributed to the youths. Out of these 115 were returned forming 95.8% return rate. Out of these 108(90%) were fully filled and 7(5.8%) were partially filled and 5 (4.16%) were not returned. The return rate was not 100% due to the mobility of the youth; some had left to colleges and other places by the time the researcher was collecting the questionnaires. The following are the findings of the research;

4.3 Personal Information

Table 4.1: Distribution of respondent by gender

Gender	Frequency	Percent
Male	79	73.1
Female	29	26.9
Total	108	100.0

From the finding on the genders of the respondent, the study found that majority of respondent as shown by 73.1% indicated that they were males whereas 26.9% of the respondent indicated that they were females, this is an indication that most of the youth in the kazi kwa vijana programme were males.

Table 4.2: Distribution of respondents by highest level of education

Level of education	Frequency	Percent
Diploma	11	10.2
Certificate	27	25.0
Secondary	32	29.6
Primary	38	35.2
Total	108	100.0

On the respondent highest level of education , the study found that 35.2% of the respondent had attained primary level of education , 29.6% of the respondent indicated that they had attained secondary education , 25% of the respondent indicated that they had attained certificate level of education and 10.2% of the respondent indicated that they had attained diploma level of education , this is an indication that most of the youth in kazi kwa vijana programme had attained secondary and primary education . The study revealed that 64.8% of youth working in kazi Kwa vijana didn't have any professional qualification.

Table 4.3: Distribution of respondents by length of time working in kazi Kwa vijana programme

Length	Frequency	Percent
Less than six months	36	33.3
Less than one year	44	40.7
Less than two years	28	25.9
Total	108	100.0

From the findings on the length of time they had been in kazi kwa vijana programmes, the study found that 40.7% of the respondent indicated that they had been in kazi kwa vijana for less than one year, 33.3% of the respondent indicated that they had been in kazi kwa vijana for less than six months and 25.9% of the respondent had been in the kazi kwa vijana for less than two years, this is an indication that most of the youth in kazi kwa vijana had been working for less than 2 years .

Table 4.4: Distribution of respondents on rating the Influence of kazi Kwa vijana in reducing youth unemployment

Opinion	Frequency	Percent
Very great extent	23	21.3
Great extent	69	63.9
Moderate	16	14.8
Total	108	100.0

From the findings on respondent rating the Influence Kazi Kwa Vijana programme in reducing youth unemployment in Mutitu district, the study found that majority of the respondent as shown by 63.9% indicated the great extent, 21.3% of the respondent indicated to very great extent whereas 14.8% of the respondent indicated to moderate extent, this is an indication that Kazi Kwa Vijana programme helps in reducing youth unemployment in Mutitu district to great extent.

4.4 Employment Creation

Table 4.5: Distribution of respondents by whether Kazi Kwa vijana help in creating employment for youths

Opinion	Frequency	Percent
Yes	87	80.6
No	21	19.4
Total	108	100.0

On whether Kazi Kwa Vijana programme help in creating employment opportunities for youths in Mutitu district, the study found that majority of the respondent as shown by 80.6% indicated that Kazi Kwa Vijana programme help in creating employment opportunities for youths whereas 19.4% of the respondent were of the opinion that Kazi Kwa Vijana programme doesn't help in creating employment opportunities for youths

Table 4.6: Distribution of respondents by the extent of job creation by kazi kwa vijana

Opinion	Frequency	Percent
Very great extent	37	34.3
Great extent	61	56.5
Moderate	10	9.3
Total	108	100.0

From the findings on the extent to which Kazi Kwa Vijana programme help in creating employment opportunities for youths in Mutitu district, the study found that majority of the respondent as shown by 56.5% indicated great extent, 34.3% of the respondent indicated very great extent whereas 9.3% of the respondent indicated to moderate extent, this depict that Kazi Kwa Vijana programme help in creating employment opportunities for youths in Mutitu district to great extent. The study revealed that Kazi Kwa Vijana programme help in creating employment opportunities for youths in Mutitu district through creating job opportunities for youth, providing capital for youths, helping increasing income for the youth and providing means of living for youths.

Table 4.7: Analysis on the Influence of Kazi Kwa Vijana in creating employment opportunities

	Mean	Std deviation
Kazi kwa vijana has helped in creating positive relationship between the level of minimum youth wages and youth employment	1.863	.6834
Youth employment through kazi kwa vijana has a positive impact on youth-specific wages	1.996	.7387
Kazi kwa vijana has positive impacts on youth employment within reduced total employment impacts	2.051	.7063
Through kazi kwa vijana wage increase increases labour supply to an expanding niche market for young workers	1.637	.5844

On the respondent level of agreement on various statement on the of Influence of Kazi kwa Vijana in creating employment opportunities for youth in Mutitu District, the study found that majority of the respondent agreed that through kazi kwa vijana wage increase increases labour supply to an expanding niche market for young workers as shown by mean of 1.637, kazi kwa vijana has helped in creating positive relationship between the level of minimum youth wages and youth employment as shown by mean of 1.863, youth employment through kazi kwa vijana has a positive impact on youth-specific wages as shown by mean of 1.996 and kazi kwa vijana has positive impacts on youth employment within reduced total employment impacts as shown by mean of 2.051.

4.5 Income Level

Table 4.8: Distribution of respondents by whether Kazi Kwa vijana is increasing income level for youths

Opinion	Frequency	Percent
Yes	70	64.8
No	38	35.2
Total	108	100.0

On whether Kazi Kwa Vijana programme helps in increasing income level range for youths in Mutitu district, the study found that 64.8% of the respondent indicated that Kazi Kwa Vijana programme help in increasing income level range for youths, whereas 35.2% of the respondent were opinion that Kazi Kwa Vijana programme didn't help in increasing income level range for youths, this is an indication that Kazi Kwa Vijana programme help in increasing income level range for youths. The study also revealed that kazi kwa vijana programme impact on income level range youths in Mutitu district was to great extent as shown by 100% of the respondent who indicated to great extent. The study revealed that Kazi Kwa Vijana programme impact on income level range youths in Mutitu district through getting steady income, youths have been having reliable income and youths have been able to get capital which they have invested and earned other incomes.

Table 4.9: Analysis on the impact of Kazi Kwa Vijana on income level range of youths in Mutitu district

Statement	Mean	Std deviation
Through kazi kwa vijana, youth have been able to get steady income	1.726	.5452
Kazi kwa vijana has enabled youth to get stable income in the region	1.515	.5765
Youth have been able to gain capital from kazi kwa vijana which has helped them to start new business which has increased their income	1.510	.6139

From the findings on the respondent level of agreement on various statement relating to impact of kazi kwa Vijana on income level range of youths in Mutitu district, the study found that majority of the respondent agreed that youth have been able to gain capital from kazi kwa vijana which has helped them to start new business which has increased their income as shown by mean 1.510, Kazi kwa vijana has enabled youth to get stable income in the region as shown by mean of 1.515 and through kazi kwa vijana youth have been able to get steady income as shown by mean of 1.726.

4.6 Creation of Equal Opportunity

Table 4.10: Distribution of respondents by whether Kazi Kwa vijana is creating equal employment opportunities for youths

Opinion	Frequency	Percent
Yes	57	52.8
No	51	47.2
Total	108	100.0

On whether Kazi Kwa Vijana programme help in creating equal employment opportunities among the youths in Mutitu district, the study found that 52.8% of the respondent indicated that Kazi Kwa Vijana programme help in creating equal employment opportunities among the youths whereas 47.2% of the respondent were of the opinion that Kazi Kwa Vijana programme doesn't help in creating equal employment opportunities among the youths.

Table 4.11: Distribution of respondents by the extent Kazi Kwa vijana is creating equal employment opportunities

Opinion	Frequency	Percent
Very Great extent	17	15.7
Great extent	59	54.6
Moderate	32	29.6
Total	108	100.0

On the extent to which Kazi Kwa Vijana programme help in creating equal employment opportunities among the youths in Mutitu district, the study found that 54.6% of the respondent indicated to great extent, 29.6% of the respondent indicated to moderate extent whereas 15.7% of the respondent indicated to very great extent, this is an indication that Kazi Kwa Vijana programme help in creating equal employment opportunities among the youths to great extent. The study found that kazi Kwa Vijana programme help in creating equal employment opportunities among the youths through creation of opportunities to improve

their situation of all youth, promoting youth employment opportunities and poverty reduction.

Table 4.12: Analysis on the Influence of Kazi Kwa Vijana in creating equal employment opportunities among the youths

Statement	Mean	Std deviation
Through kazi kwa vijana there is creation of opportunities to improve their situation of all youth in Kenya	1.729	.8950
The development and implementation of kazi kwa vijana promotes youth employment opportunities	1.860	.9099
Kazi kwa vijana helps in poverty reduction which is a key ingredient to building an economically strong and prosperous nation, with a cohesive society in which all have an opportunity to realize their full potential	2.123	.6319
poverty is a challenge requiring substantial and sustained efforts by the Government and development partners	1.732	.8647

On the Influence of kazi Kwa Vijana help in creating equal employment opportunities among the youths in Mutitu district, the study found that majority of the respondent agreed that through kazi kwa vijana there is creation of opportunities to improve their situation of all youth in Kenya as shown by mean of 1.729, poverty is a challenge requiring substantial and sustained efforts by the Government and development partners as shown by mean of 1.732, the development and implementation of kazi kwa vijana promotes youth employment opportunities as shown by mean of 1.860 and Kazi kwa vijana helps in poverty reduction which is a key ingredient to building an economically strong and prosperous nation, with a cohesive society in which all have an opportunity to realize their full potential as shown by mean of 2.123.

4.7 Youth Employability

Table 4.13: Distribution of respondents by whether Kazi Kwa vijana is making youth employable

Opinion	Frequency	Percent
Yes	77	71.3
No	31	28.7
Total	108	100.0

From the findings on whether Kazi Kwa Vijana programme help in making youth employable in Mutitu district, the study found that 71.3% of the respondent were of the opinion that Kazi Kwa Vijana programme help in making youth employable whereas 28.7% of the respondent were of the opinion that Kazi Kwa Vijana programme didn't help in making youth employable. This depicts that Kazi Kwa Vijana programme help in making youth employable.

Table 4.14: Distribution of respondents by the extent the Kazi Kwa vijana help in making youth employable

Opinion	Frequency	Percent
Very great extent	32	29.6
Great extent	56	51.9
Moderate	20	18.5
Total	108	100.0

From the findings on the extent to which Kazi Kwa Vijana programme help in making youth employable in Mutitu district, the study found that most of the respondent as shown by 51.9% indicated to great extent, 29.6% of the respondent indicated to very great extent whereas 18.5% of the respondent indicated to moderate extent, the finding depict that Kazi Kwa Vijana programme help in making youth employable to great extent. The study revealed that Kazi Kwa Vijana programme help in in making youth employable in Mutitu district through raising the levels of entrepreneurial technical, managerial, creativity, leadership and life skills which improve youth poverty level, employing youth who doesn't have necessary

education, relevant training and the knowledge and skills required to enhance their absorption into the labour market

Table 4.15: Analysis on the Influence of kazi Kwa Vijana in making youth employable

Statement	Mean	Std deviation
Kazi kwa vijana has helped in in raising the levels of entrepreneurial technical, managerial, creativity, leadership and life skills which improve youth poverty level	1.588	.4521
kazi kwa vijana has created employment opportunities for disadvantaged youths	1.566	.9890
Through kazi kwa vijana the government has been able to fight poverty level among youth by creating steady income for youth	2.324	.6421
youth minimum wages substantially affect employment probabilities of young workers	1.722	.6337
Kazi kwa Vijana help in employing youth who doesn't have necessary education, relevant training and the knowledge and skills required to enhance their absorption into the labour market	1.685	.6532

From the findings on the respondent level of agreement on the Influence of kazi kwa Vijana help in making youth employable , the study found that majority of the respondent agreed that kazi kwa vijana has created employment opportunities for disadvantaged youths as shown by mean of 1.566, Kazi kwa vijana has helped in in raising the levels of entrepreneurial technical, managerial, creativity, leadership and life skills which improve youth poverty level as shown by mean of 1.588, Kazi kwa Vijana help in employing youth who doesn't have necessary education, relevant training and the knowledge and skills required to enhance their absorption into the labour market as shown by mean of 1.685, youth minimum wages substantially affect employment probabilities of young workers as shown by mean of 1.722 and through kazi kwa vijana the government has been able to fight poverty level among youth by creating steady income for youth as shown by mean 2.324.

CHAPTER FIVE

SUMMARY OF FINDINGS, DISCUSSION, CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

This chapter presents the conclusions of the study. The prime objectives of the study was to determine the Influence of youth employability in reducing youth unemployment in Mutitu district, to examine the Influence of youth income in reducing youth unemployment in Mutitu district, to determine the Influence of employment creation in reducing youth unemployment in Mutitu district and to examine the Influence of creation of equal opportunity for youth in reducing youth unemployment in Mutitu district.

5.2 Summary of findings

The study revealed that that Kazi Kwa Vijana programme helps in reducing youth unemployment in Mutitu district to great extent as indicated by 68% of the youth who indicated to great extent. On whether Kazi Kwa Vijana programme help in creating employment opportunities for youths in Mutitu district, the study found that Kazi Kwa Vijana programme help in creating employment opportunities for youths as shown by 80.6% of the youths . From the findings on the extent to which Kazi Kwa Vijana programme help in creating employment opportunities for youths in Mutitu district, the study found that Kazi Kwa Vijana programme help in creating employment opportunities for youths in Mutitu district to great extent. The study revealed that Kazi Kwa Vijana programme help in creating employment opportunities for youths in Mutitu district through creating job opportunities for youth, providing capital for youths, helping increasing income for the youth and providing means of lining for youths.

On the of Influence of Kazi kwa Vijana in creating employment opportunities for youth in Mutitu District, the study found that through kazi kwa vijana wage increase increases labour supply to an expanding niche market for young workers, kazi kwa vijana has helped in

creating positive relationship between the level of minimum youth wages and youth employment, youth employment through kazi kwa vijana has a positive impact on youth-specific wages and kazi kwa vijana has positive impacts on youth employment within reduced total employment impacts.

On whether Kazi Kwa Vijana programme help in increasing income level range for youths in Mutitu district, the study found that Kazi Kwa Vijana programme help in increasing income level range for youths. The study also revealed that kazi kwa vijana programme impact on income level range youths in Mutitu district was to great extent as shown by 100% of the respondent who indicated to great extent. The study revealed that Kazi Kwa Vijana programme impact on income level range youths in Mutitu district through getting steady income, youths have been having reliable income and youths have been able to get capital which they have invested and earned other incomes.

On the impact of kazi kwa Vijana on youth income level range youths in Mutitu district, the study found that youth have been able to gain capital from kazi kwa vijana which has helped them to start new business which has increased their income, Kazi kwa vijana has enabled youth to get stable income in the region and through kazi kwa vijana youth have been able to get steady income.

On whether Kazi Kwa Vijana programme help in creating equal employment opportunities among the youths in Mutitu district, the study found that 52.8% of the youth indicated that Kazi Kwa Vijana programme help in creating equal employment opportunities among the youths. The study established that Kazi Kwa Vijana programme help in creating equal employment opportunities among the youths to great extent. The study found that kazi Kwa Vijana programme help in creating equal employment opportunities among the youths through creation of opportunities to improve their situation of all youth, promoting youth employment opportunities and poverty reduction.

On the Influence of kazi Kwa Vijana help in creating equal employment opportunities among the youths in Mutitu district, the study found that through kazi kwa vijana there is creation of opportunities to improve their situation of all youth in Kenya, poverty is a challenge requiring substantial and sustained efforts by the Government and development partners, the

development and implementation of kazi kwa vijana promotes youth employment opportunities and Kazi kwa vijana helps in poverty reduction which is a key ingredient to building an economically strong and prosperous nation, with a cohesive society in which all have an opportunity to realize their full potential.

From the findings on whether Kazi Kwa Vijana programme help in making youth employable in Mutitu district, the study found that 71.3% of youth were of the opinion that Kazi Kwa Vijana programme help in making youth employable. The study established that Kazi Kwa Vijana programme help in making youth employable to great extent. The study revealed that Kazi Kwa Vijana programme help in in making youth employable in Mutitu district through raising the levels of entrepreneurial technical, managerial, creativity, leadership and life skills which improve youth poverty level, employing youth who doesn't have necessary education, relevant training and the knowledge and skills required to enhance their absorption into the labour market

On the Influence of kazi kwa Vijana help in making youth employable , the study found that kazi kwa vijana has created employment opportunities for disadvantaged youths , Kazi kwa vijana has helped in in raising the levels of entrepreneurial technical, managerial, creativity, leadership and life skills which improve youth poverty level, Kazi kwa Vijana help in employing youth who doesn't have necessary education, relevant training and the knowledge and skills required to enhance their absorption into the labour market, youth minimum wages substantially affect employment probabilities of young workers and through kazi kwa vijana the government has been able to fight poverty level among youth by creating steady income for youth.

5.3 Discussions

The study was carried out with a view of addressing the following objectives:

- i. To determine the influence of youth employability in reducing youth unemployment in Mutitu district
- ii. To examine the influence of youth income in reducing youth unemployment in Mutitu district
- iii. To determine the influence of employment creation in reducing youth unemployment in Mutitu district

- iv. To examine the influence of creation of equal opportunity for youth in reducing youth unemployment in Mutitu district

On the first objective of the youth employability the study revealed that kazi kwa vijana programme has helped greatly in absorbing the youth who are employable into the employment. Youths who could not get employment in competitive labour market where professionalism is placed top of the qualification list have been able to get employment in KKV. The Government has been overlooking the issue of youth employability by only focusing on youths in technical colleges who are placed under industrial attachments to gain necessary experience. The study agrees with Okojie,(2003) who confers that most employers insist on looking for experienced workers while youths who lack this work experience end up lacking these jobs. DIT on the other hand outlines that lack of practical skills by majority of the youthful jobseekers aggravates unemployment situation by adding to the pool of educated unemployed. The study reveals that KKV departs from these through using available skills the youth possesses without necessarily insisting on certain skills and experience.

On the second objective about the influence of youth income in reducing unemployment in Mutitu District the study revealed that KKV has increased youth income greatly. The study is in agreement with Card and Krueger,(1993) who found that wage equity could be achieved without prejudicing jobs of the most disadvantaged youths who are poor and more vulnerable to unemployment. (Van soest, 1994) has undertaken a detailed study of employment impact of minimum wage in Netherlands and he found no strong evidence of an employment effect from either increasing or reducing the youth wage relative to adult wage. This study shows that the government through KKV has not discriminated youth on wage rate but adopts the national recommended rates for casuals thus increasing youth income.

The third objective about the influence of employment creation by KKV to reduce youth unemployment, the study reveals that Kazi Kwa Vijana programme has a positive influence in unemployment reduction in Mutitu District. Many youths engaged in KKV programmes participate in community projects which also helps in economic development within the district. These present a chance for future employment for youth after economic growth in the region. The study concurs with (Kulundu, 2003) who pointed out that though the formal

sector jobs are relatively preferred' they are few and cannot match the demands of the growing labour force. Thus non formal sector employment creation like the KKV programmes will fill these gaps and reduce unemployment rate.

Kulundu insists on significant improvements in formulation of National development policies to enhance effective implementation of a number of structural reforms to support non formal employment to be effective, consistent and efficient.

The last objective which is the influence of creation of equal employment opportunities for the youth, the study is in agreement with (Okojie, 2003) that unemployment continue to be higher among women than men. This is due to various structural constraints which affect effective participation of women in economic activities. These include poor customary laws and norms which impede women from obtaining land, employment, credit, education, information and healthcare. This study reveals that KKV has increased participation of women in its programme as well as offering equal opportunities to the youths from poor background who could otherwise remain jobless due to their low education back ground and lack of resources to support job search and upgrading of their skills.

5.4 Conclusions

From the findings of the study the researcher would like to make the following conclusions; The study has evidently, revealed that kazi Kwa vijana helps in creation of equal opportunity for youth in reducing youth unemployment in Mutitu district to very great extent. The study revealed that kazi Kwa vijana helps in employment creation in reducing youth unemployment in Mutitu district to great extent.

The study further revealed that Kazi Kwa vijana programme helps in increasing youth income to great extent which in turn helps in reducing youth unemployment in Mutitu district

The study further established that kazi Kwa vijana programme helps in youth employability to great extent thus helps in reducing youth unemployment in Mutitu district.

5.5 Recommendations

In line with the findings and conclusion of the study, the researcher would make the following recommendations as a precursor to improving performance of kazi Kwa vijana

programme in reducing youth unemployment in the country; There is need for full institutionalizing of kazi Kwa vijana programme as this will help in job creation and increase in income to very great extent among the youths. There is need for the government to increase more funds in the kazi Kwa vijana programme in order to increase the numbers of youth who will benefits from this programme through employment creation. The KKV programme implementers should also be taught a course on project planning and implementation for effective and efficient implementation of the programme.

5.6 Recommendations for further studies

The researcher recommended the following areas for further study:

- 1) The influence of monitoring and evaluation in the implementation of Kazi Kwa Vijana programme.
- 2) Relationship between Kazi kwa vijana programme and poverty eradication in Kenya.

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APPENDICES

Appendix 1: Transmittal letter

University of Nairobi
Department of Extra-Mural Studies
P.O Box 30197
Nairobi.

The District Commissioner,
Mutitu District
Dear Sir/Madam

RE: RESEARCH

I am a postgraduate student at the department of Extra-Mural Studies, University of Nairobi. I am currently carrying out a research on “The Influence of Kazi Kwa Vijana programme in reducing youth unemployment. A case of Mutitu District, Kitui County”. You are requested to give authority to undertake the study in your district. All information will be used only for the purposes of this study and the respondents will be kept confidential.

Thank you.

Yours faithfully,



Cosmas Karera

L50/66153/2010

Appendix II: Questionnaire for youths

SECTION A: PERSONAL INFORMATION

(Please tick where necessary √)

1. What is your gender?

Male

Female

2. What is your highest level of education?

Bachelors

Diploma

Certificate

Secondary

Primary

Do you have any professional qualifications?

Yes

No

Please specify.....

3. How long have you been working with the KKV program?

Less than six months

Less than one year

Less than two years

Less than three years

SECTION B: MAIN ISSUES

4. How would you rate the Influence Kazi Kwa Vijana programme in reducing youth unemployment in Mutitu district?

Very Great extent Great extent Moderate less extent
not at all

EMPLOYMENT CREATION

5. Does Kazi Kwa Vijana programme help in creating employment opportunities for youths in Mutitu district?

Yes No

6. If yes to what extent does Kazi Kwa Vijana programme help in creating employment opportunities for youths in Mutitu district?

Very great extent great extent moderate less extent
 not at all

7. Please explain how Kazi Kwa Vijana programme help in creating employment opportunities for youths in Mutitu district?

.....
.....
.....
.....
.....

8. To what extent do you agree with following statement Influence of Kazi kwa Vijana in creating employment opportunities for youth in Mutitu District?

	Strongly agree	Agree	Moderate	Disagree	Strongly disagree
Kazi kwa vijana has helped in creating positive relationship between the level of minimum youth wages and youth employment					
Youth employment through kazi kwa vijana has a positive impact on youth-specific wages					
Kazi kwa vijana has positive impacts on youth employment within reduced total employment impacts					
Through kazi kwa vijana wage increase increases labour supply to an expanding niche market for young workers					

INCOME LEVEL

9. Does Kazi Kwa Vijana programme help in increasing income level range for youths in Mutitu district?

Yes No

10. If yes to what extent does Kazi Kwa Vijana programme impact on income level range youths in Mutitu district?

Very great extent great extent moderate less extent
 not at all

11. Please explain how Kazi Kwa Vijana programme impact on income level range youths in Mutitu district?

.....

.....

12. To what extent do you agree with the following statement relating to impact of kazi kwa Vijana on youth income level range youths in Mutitu district?

Statement	Strongly agree	Agree	Moderate	Disagree	Strongly disagree
Through kazi kwa vijana youth have been able to get steady income					
Kazi kwa vijana has enabled youth to get stable income in the region					
Youth have been able to gain capital from kazi kwa vijana which has helped them to start new business which has increased their income					

CREATION OF EQUAL OPPORTUNITY

13. Does Kazi Kwa Vijana programme help in creating equal employment opportunities among the youths in Mutitu district?

Yes No

14. If yes to what extent does Kazi Kwa Vijana programme help in creating equal employment opportunities among the youths in Mutitu district?

Very great extent great extent moderate less extent
 not at all

15. Please explain how Kazi Kwa Vijana programme help in creating equal employment opportunities among the youths in Mutitu district?

.....

.....

16. To what extent do you agree with the following statement relating Influence of kazi Kwa Vijana help in creating equal employment opportunities among the youths in Mutitu district? (1-means strongly disagree, 2-disagree, 3-neutral, 4-agree and 5-strongly agree).

Statement	1	2	3	4	5
Through kazi kwa vijana there is creation of opportunities to improve their situation of all youth in Kenya					
The development and implementation of kazi kwa vijana promotes youth employment opportunities					
Kazi kwa vijana helps in poverty reduction which is a key ingredient to building an economically strong and prosperous nation, with a cohesive society in which all have an opportunity to realize their full potential					
poverty is a challenge requiring substantial and sustained efforts by the Government and development partners					

YOUTH EMPLOYABILITY

17. Does Kazi Kwa Vijana programme help in making youth employable in Mutitu district?

Yes No

18. If yes to what extent does Kazi Kwa Vijana programme help in making youth employable in Mutitu district?

Very great extent great extent moderate less extent
 not at all

19. Please explain how Kazi Kwa Vijana programme help in in making youth employable in Mutitu district?

.....

.....

.....

.....

.....

20. To what extent do you agree with the following statement relating Influence of kazi kwa Vijana help in making youth employable in Mutitu district? (1-means strongly disagree, 2-disagree, 3-neutral, 4-agree and 5- strongly agree).

Statement	1	2	3	4	5
Kazi kwa vijana has helped in in raising the levels of entrepreneurial technical, managerial, creativity, leadership and life skills which improve youth poverty level					
kazi kwa vijana has created employment opportunities for disadvantaged youths					
Through kazi kwa vijana the government has been able to fight poverty level among youth by creating steady income for youth					
youth minimum wages substantially affect employment probabilities of young workers					
Kazi kwa Vijana help in employing youth who doesn't have necessary education, relevant training and the knowledge and skills required to enhance their absorption into the labour market					

Thank you