

**FACTORS INFLUENCING SUSTAINABILITY OF YOUTH
GROUPS IN MARANI DISTRICT, KISII COUNTY, KENYA**

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**A RESEARCH PROJECT REPORT SUBMITTED IN PARTIAL FULFILLMENT OF
THE REQUIREMENTS FOR THE AWARD OF A DEGREE OF MASTER OF ARTS IN
PROJECT PLANNING AND MANAGEMENT OF THE UNIVERSITY OF NAIROBI**

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DECLARATION

This research project report is my original work and has never been presented for the award of any degree in any university or any other institution of higher learning.

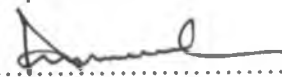
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DEDICATION

This research project report is dedicated to my beloved wife Norah Kwamboka, my children Sheillah, Clinton, Deborah, and Abigael and also to my Parents Moraa and Ongeru whose encouragement has contributed in enabling me write this report successfully.

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LIST OF ABBREVIATIONS AND ACRONYMS

SHGs: Self Help Groups

DYO: District Youth Officer

G.O.K: Government of Kenya

CBOs: Community Based Organisations

ILO: International Labour Organisation

FAO: Food and Agriculture Organisation

NGO: Non-Governmental Organisation

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ABSTRACT

The population age bracket of 30 years and below constitutes about 75% (about twenty five million people) of the Kenyan population. This segment of the Kenyan population is the worst affected by poverty and unemployment (R.O.K., Ministry of Youth Affairs, 2006). Efforts have been put in place by the government, other organisations and individuals to address the challenges that face this group of Kenyans. One approach that has been widely used world over is that of organising these youths into youth groups which can engage in economic activities for their own welfare. However Youth problems have been worsening in spite of the increased number of youth groups dealing with matters that affect the youth.

A report on a survey conducted on the status of youth groups in Marani District revealed that youth groups are faced by many challenges that have hindered them from achieving their objectives. Of the 102 youth groups that had been registered, 28 were no longer existing, 16 were dormant and only 58 were active (R.O.K., Ministry of Youth Affairs, 2011). This study sought to establish factors influencing Sustainability of Youth Groups in Marani District, Kisii County, Kenya. The research was guided by the following objectives: to establish the extent to which management of youth group funds influences sustainability of Youth Groups in Marani District; to assess the extent to which leadership of youth groups influences sustainability of Youth Groups in Marani District ; to establish the extent to which participation of youth group members influences sustainability of Youth Groups in Marani District, and to determine the extent to which implementation of project activities influences sustainability of youth groups in Marani District. Survey research design was used to collect the data from a target population of 814 respondents. 63 chairpersons of the youth groups, 63 secretaries of the youth groups, 63 treasurers of the youth groups and 233 non-office bearers were selected to make a sample size of 422. Validity and reliability of the instruments was ensured by test-retest techniques. Permission to collect data was given by the Ministry of Higher Education Science and Technology. The collected data was analysed by use of percentages and frequencies. The findings of this study indicated that sustainability of youth groups depends a lot on the type of leadership the youth group has. The findings of this study indicated that leadership remains a big challenge for sustainability of the youth groups. The findings show that the youth groups lack financial statements like budgets and cash books. The findings of this study show that management of youth group funds is not transparent. This therefore means that financial management of youth group funds influences sustainability of the youth groups. The findings show that participation by members in youth group meetings to select, plan and implement project activities is minimal. This means that participation of youth group members in project activities is a factor that has influenced sustainability of these groups. The findings show that project activities are never implemented on time and according to plan, group members do not play their roles and projects are never completed on time. The findings in this study therefore show that implementation of projects has influenced sustainability of the youth groups. The study recommends that the government takes a close look at the leadership of youth groups and assist in developing the leadership by training them through various leadership courses that can improve their leadership abilities. Possibilities of linking these youth groups with other groups in developed nations should be explored so that such linkage can expose the local youth groups to international opportunities and experience which can play a great role in their improvement of the way they carry out their projects.

CHAPTER ONE

INTRODUCTION

1.1 Background Of The Study

Formation of youth groups is part of the Self Help strategy employed by individuals, and governments to address various socio-economic challenges that face communities all over the world. The concept of self-help groups (SHGs) gained significance, especially after 1976 when Prof. Mohammed Yunus of Bangladesh began experimenting with micro-credit and women SHGs. The strategy was used in Bangladesh in poverty eradication efforts and at its initial stages it targeted the poor women of that country (Rana, 2004). However, over time, SHGs were also formed for poor men and unemployed youths and many countries in the world adopted this strategy as important to fight unemployment and poverty of their citizens. Youth groups are small informal associations created for enabling members to reap economic benefit out of mutual help, solidarity and joint responsibility. The benefits include mobilization of savings and credit facilities and pursuit of group enterprise activities. The group based approach not only enables the youths to accumulate capital by way of small savings but also helps them to have access to formal credit facilities (Mandal, 2004). Indeed, studies in countries like India, Pakistan and Bangladesh have shown that group-based participatory programs have made a significant improvement in the living conditions of the poor (Joshi, 2004).

Group organization enables individual members to empower themselves and to increase mutual benefits from the activities they are involved in. More importantly, getting together with one another enables poor individuals to cope with their challenges. This supportive mechanism has also been found to be a vital strategy for fighting against poverty in a sustainable manner. Youth groups and other SHGs for example of women, have also achieved improvements in education, access to health services, employment opportunities and social participation (Kothai, 2003).

However, youth groups face various challenges that hinder them from achieving their objectives. Such challenges impact on the sustainability of the youth groups and the sustainability of their projects. Sustainability of the youth groups means that these groups are able to carry out various projects and the benefits of such projects are maintained and continue after the end of the project (IFAD, 2007).

Various studies carried out on youth groups indicate that these groups are faced by various challenges to their sustainability. For example, studies carried out in Georgia, Eastern Europe show that few of these groups have managed to achieve a desirable level of institutional and financial sustainability, many tend to be failing (European Commission, 2008). In India, studies conducted on the sustainability of these youth groups have identified various factors that have determined success of youth group projects and the sustainability of the youth groups. These factors include lack of funds and political intervention in the identification of suitable projects for the youth groups. The banks' bureaucracy has also been identified as a factor undermining the sustainability of the youth groups in India. These banks also cause long delays before releasing money to the youth groups thereby negatively affecting their projects (Rahman 2002). Other factors in India that have been identified as affecting the sustainability of youth groups and their projects include political interference in the selection of the beneficiaries, lack of timely and adequate credit and lack of youth-oriented schemes (Vadivoo and Sekar, 2004). Other factors that have been studied on and found to affect the sustainability of youth groups in India include lack of proper maintenance of book keeping, restrictive government procedure, lack of training, low returns and overemphasis on repayment of loans given by banks, inadequate loans and long waiting period to get loans, lack of cooperation and understanding among members, conflict between leaders and members based on caste and locality (Kumari and Malathi 2009). Studies carried out in Ilesa Nigeria have also highlighted several factors such as selection of offices, keeping of records of the youth group, the democratic process of decision making, membership involvement in organizational activities, regularity at meetings, resource level of the organization as factors that determine sustainability. Youth groups in Kenya face various challenges including lack of appropriate skills, unclear and uncoordinated youth policies and programmes, resource constraints and low status given to youth (Ministry of youth Affairs, 2006). Studies in Kenya have found that many youth groups have broken up in the face of the various challenges that face them. Many others simply exist and are not active (Ministry of Youth Affairs, 2006). These findings raise the question of the sustainability of youth groups in Kenya and the sustainability of their projects.

1.2 Statement of the Problem

The population age bracket of 30 years and below constitutes about 75% (about twenty five million people) of the Kenyan population. This segment of the Kenyan population is the worst affected by poverty and unemployment (R.O.K., Ministry of Youth Affairs, 2006). Efforts have been put in place by the government, other organisations and individuals to address the challenges that face this group of Kenyans. One approach that has been widely used world over is that of organising these youths into youth groups which can engage in economic activities for their own welfare. However Youth problems have been worsening in spite of the increased number of youth groups dealing with matters that affect the youth.

A report on a survey conducted on the status of youth groups in Marani District revealed that youth groups are faced by many challenges that have hindered them from achieving their objectives. Of the 102 youth groups that had been registered, 28 were no longer existing, 16 were dormant and only 58 were active (R.O.K., Ministry of Youth Affairs, 2011). This study sought to establish factors influencing sustainability of youth groups so that recommendations would be made by the researcher on what should be done to ensure that these groups are able to carry out sustainable projects.

1.3 Purpose of the Study

The purpose of the study was to establish the factors influencing sustainability of youth groups in Marani District, Kisii County, Kenya

1.4 Objectives of the Study

The objectives of this study were to:

- (1) Establish the extent to which leadership of youth groups influences sustainability of youth groups in Marani District.
- (2) Determine the extent to which management of youth group funds influences sustainability of youth groups in Marani District.

(3) Assess the extent to which participation of youth group members influences sustainability of youth groups in Marani District.

(4) Establish the extent to which implementation of project activities influences sustainability of youth groups in Marani District.

1.5 Research Questions

This study was guided by the following research questions:

(1) To what extent does leadership of youth groups influence sustainability of youth groups in Marani District?

(2) To what extent does management of youth group funds influence sustainability of youth groups in Marani District?

(3) How does participation of youth group members influence sustainability of youth groups in Marani District?

(4) To what extent does implementation of project activities influence sustainability of youth groups in Marani District?

1.6 Significance of the Study

The research findings are expected to be of great value to all the stakeholders in community development in Kenya, especially NGOs, CBOs, which implement their projects through the youth groups. These findings are also expected to help improve the sustainability of youth groups and their projects in Kenya, to ensure that such youth groups meet set objectives. Policy makers in Kenya are also expected to benefit from these findings so that they can see which guidelines are necessary or need to be improved to benefit youth groups in Kenya. This will ensure that these youth groups are of benefit to members and their communities. The researcher hopes that these findings will also encourage further research on the factors influencing sustainability of youth groups so that these groups can achieve their objectives for community economic development.

1.7 Limitations of the Study

The researcher was limited by financial resources. This was taken care of by borrowing money from friends. Limited time hindered the researchers work. This was taken care of by extending the research by two days. Some respondents may also have given limited information due to suspicion. This was taken care of by assuring the respondents of the confidentiality in handling the information collected. Finally heavy rains hindered the research. This was taken care of by starting the data collection very early in the morning to avoid the afternoon rains.

1.8 Delimitations of the Study

This study on factors influencing sustainability of youth groups was conducted in Marani District, Kisii County, Kenya. The respondents for this study were chairpersons, secretaries, treasurers and non- office bearers of the youth groups. There were one hundred and two (102) registered youth groups in the District. The study focused on leadership of youth groups, management of youth group funds, participation of youth group members, and implementation of project activities in youth groups.

1.9 Basic assumptions of the Study

This study was guided by the following basic assumptions. These assumptions included, that all respondents answered questions correctly and truthfully, the sample that was selected represented the population, the data collection instrument had validity, and reliably measured the desired constructs, the respondents had basic literacy levels, and that youth groups in Marani District need sustainability.

1.10 Definition of Significant terms used in the Study

A youth – This is a person in the age bracket of 15-35 years.

Self Help Groups- These are usually composed of a minimum of 10 members, who come together and pool resources to undertake common activities for mutual gain.

Youth Group- This is a Self Help Group registered with the Ministry of Gender, children and social development. Whose members are mostly 18- 35 years in age, however 30% of youth

group members may be more than 35 years of age. The youth groups in this study are those formed for economic gain of the members.

Projects – This refers to the activities that go on when youth Groups undertake some work to achieve their objectives. These activities always involve use of human, physical and financial resources. These activities also have specific time lines by which they should be completed.

Project management- This is the task of getting project activities done in time, within budget and to the required quality.

Timely completion of projects – This refers to the completion of a given project according to the time schedule set out for the project without any delays in time.

Participation- This is taking part in project activities

Sustainability- This refers to the continued existence of a youth group and its active engagement in various project activities.

Leadership- refers to the ability of youth group leaders to mobilise group members to achieve organisational objectives.

Management- implies the planning, implementation and monitoring of the day to day activities of the youth group

Implementation- refers to the application of time and physical resources to activate planned activities

1.11 Organization of the Study

Chapter one of this study contains Background of the study, Statement of the problem, Purpose of the study, Objectives of the study, Research questions, Significance of the study, Limitations of the study, Delimitations of the study, Basic assumptions of the study and Definition of significant terms used in the study. Chapter Two has Literature Review on sustainability of youth groups, leadership of youth groups, and management of project funds, participation of youth group members in project activities and implementation of project activities. It also contains the theory of the study, the Conceptual framework and a summary of the literature

reviewed. Chapter Three is composed of Research Methodology which includes Research Design, Target Population, Sample size and sampling procedure, Research Instruments, Piloting of research instruments, Instrument validity, Instrument Reliability, Data collection procedures, Data Analysis Techniques. Chapter Four is composed of Questionnaire return rate, Demographic Characteristics of respondents, Ages of Respondents, Gender of Respondents, Educational Qualification of Respondents and the findings on each of the four research objectives of the study. Chapter five contains summary of findings, discussions, conclusions recommendations, and suggestions for further research

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter reviewed the literature on factors influencing the sustainability of youth groups, youth group leadership and its influence on the sustainability of youth groups, management of youth group funds and its influence on the sustainability of youth groups, participation of youth group members and its influence on the sustainability of youth groups and implementation of project activities and its influence on the sustainability of youth groups. Theory of the study and the conceptual framework are also included in this chapter.

2.2 Literature Review on Sustainability of Youth Groups

One of the greatest challenges facing youth groups is the issue of funding and financial viability. In Kazakhstan, the major source of funding for youth group activities is through social contracting with the government. These social contracts tend to be short-term, and do not help the youth groups to implement long-term programs. Only a small number of youth groups in 2009 received state funding and the process is not transparent (Makhmutova and Akhmetova, 2011). Kazakhstan's youth groups also receive funding from international organizations, mostly in the form of providing grants for the implementation of social projects (Brudney and Nezhina, 2005). Long-term sustainability and financial autonomy of youth groups depend on their ability to generate funds internally, and to negotiate long-term contracts at the national and international level. Youth groups are also faced with governance and management challenges. Governance is defined as the relationship among various participants in determining the direction and performance of organizations (Diochin 2010). It constitutes an organization's board of directors and the senior management team. According to Stid and Bradach (2009), sound organizational governance and management practices are essential if organisations are to improve their impacts over time. The question of governance, especially, the reasons for creating a board of directors, is rarely practised by youth groups (Makhmutova and Akhmetova, 2011). Such boards might appear only on paper and lack decision-making authority. Competent boards, working in conjunction with the senior management would help youth groups develop the vision and

strategies that creates the innovation needed for long-term viability and sustainability (Sarros, 2011).

Another major challenge is the lack of professional and skilled managers, and qualified staff. This is the key factor leading to poor development and inefficiency. A weak human resources base partly explains the ineffectiveness of most youth groups (Diachenko 2008). Human resources management could be improved through formal training programs for key staff members. Training on various aspects of organizational development, strategic planning, proposal writing, assistance in organizing events and creating partnerships with other sectors need to be further developed (Arenas, 2009). Sa-Dhan (2003) in a study of youth groups in India identified five factors namely Group Constitution, organisational discipline, organizational systems, financial management, credit policy external linkage which in his study he found determine the sustainability of youth groups. Reddy (2005) also studied the sustainability of youth groups in India and observed key areas of weakness which undermine the sustainability of a youth group. He identifies the major areas as financial management, governance and human resource management. He opined that these key areas of any youth groups touch on a wide range of issues including cases of dropouts from youth groups and internal politics, and issues of social harmony and social justice, community actions, book-keeping, equity, defaults and recoveries and concluded that these are issues that can determine the sustainability of youth groups.

According to Russell and Schneider (2000), in a research carried out involving youth groups in South Africa, the following factors were found to affect the sustainability of youth groups. Most youth groups do not have well-developed management systems in place and do not have clear vision and mission statements to guide their decision making. Many youth groups developed a constitution for registration purposes only. Several youth groups in the study also indicated the registration process with government departments to be a challenge for them. Registration is a pre-requisite for accessing government funding and delayed registration or lack of registration would mean no funds for the youth group to survive and run its operations.

Most youth groups were found to be governed by a five-member Executive Committee, comprised of officeholders who are elected on an annual basis. The organisational structure was found to be flat with little differentiation of roles and responsibilities between managerial and technical duties. For successful youth groups, staffs have more specialised roles and functions, such as fundraising, bookkeeping, or project management and supervision. The youth groups lacked strategic planning and project management skills were generally lacking. This meant that very few youth groups plan ahead. Information management and financial systems are limited. Systems are often developed in response to government or financial institution requirements, but are not used to empower the youth group or to evaluate its work. Many records are kept by hand and extra copies are not retained in the organisation when they are submitted to funders or other agencies. Getting funds for the youth group activities was found to be a challenge the youth groups have difficulty accessing non-project funding to cover general operating costs such as transportation, office space, utilities, and telephone calls. Few funders were willing to fund individual youth organisations because it is too labour intensive to administer small-scale funding. Skill levels and work experience among personnel in youth groups was found to be is generally low and there is no attention to career development. Many existing training and capacity building schemes focus on training individuals and do not ensure that the skills are transferred to the organisation as a whole. Networking and external relations with other youth groups and organisations was found to be limited. The relationship between youth groups and government officials at district level was found not to be of much help for the youth groups. In Kenya, the sustainability of youth groups has faced the following challenges; lack of appropriate skills, Unclear and uncoordinated youth policies and programmes, resource constraints and low status given to youth (Ministry of Youth Affairs, 2006).

2.3 Leadership of Youth Groups and Sustainability of Youth Groups

Northouse (2004) defines leadership as 'a process whereby an individual influences a group or individuals to achieve a common goal'. Recent research among SHG leaders in Uganda has found that SHG leaders have embraced a more participatory leadership style. Traditionally dominant leaders are increasingly sharing decision-making with their staff and encouraging a more participatory culture in their organisations (James, 2005). Research into South Asian SHGs shows that such 'participatory management' needs a particular mind set and specific

management competencies. First and foremost, it means that successful leaders must be able to listen, and must be able to respond to what is being said. They have to be adept at managing cross functional teams and a range of decentralised operations. Their ability to lead such teams depends on their willingness and ability to listen, show empathy, and enter into meaningful dialogue, as well as their ability to inspire and convince the sceptical. Collective management and effective team working has been crucial to the success of such local SHG leaders, and they all acknowledged the importance of their colleagues in their success (Smiley & Hailey, 2001). Such leaders are comfortable with sharing their leadership role, and work in a collective style. They can adopt different leadership styles, undertake basic tasks and balance the demands of different stakeholders in ways that do not compromise their individual identity and values. Youth group leaders, SHG leaders and indeed any organisation's leaders have typical competencies commonly associated with them. These competencies are necessary for the organisation to be able to achieve its objectives and survive. These competencies include the ability of a leader to communicate vision or strategy, inspire teams, motivate individuals, and identify opportunities and initiate transformation. Recent research in the UK sponsored by ACEVO, which represents and supports the leaders of non-profit organisations in Britain, suggests that they exhibited an unusually broad range of competencies compared to leaders in the public and private sectors (Bolton & Abdy, 2003). They need a rare balance of inward-looking (management) and outward looking (influencing) skills, with exceptional communication and networking skills, as well as resilience and emotional attachment. This finding reflects the belief that effective leaders display high levels of 'emotional intelligence', and their performance is determined by their emotional maturity and ability to mobilise their emotional intelligence (Goleman, 2000). Emotional intelligence describes one's innate ability to feel, use, understand and learn from your own emotions and those of others and of groups. Those with high levels of emotional intelligence have an ability to motivate both themselves and others. Many effective leaders demonstrate high levels of self-awareness, are capable of self-management, are socially aware and are well able to manage a diverse range of relationships. For example, a study carried out in Malawi on SHG leaders showed that leaders, are not just leaders in their organisations but are also leaders in their extended families (James and Mullins, 2004). There is a close relationship between personal identity, the community, and a wider network of relationships and responsibilities (Jackson, 2004). Such local leaders, therefore, cannot divorce themselves from their societal and

family roles and people's expectations of them. Several other factors are known to have a great influence on effective leadership. Such factors include gender, education, and politics.

On gender, studies conducted in India have shown that women in particular persistently face more household demands and family responsibility. Family-work constraints can lead women to have double duty with home and work responsibilities. Because of this, women have been known to avoid leadership positions in collective action groups such as youth groups. Those who take such positions have reduced time available for them to effectively lead such groups. Further, even women members of youth groups find it hard to fully participate in youth group activities since they also have household duties to attend to. It is also to be noted on gender that Sex-role stereotyping depicts men as superior in leadership pursuits because they are considered to possess the masculine qualities (men are more assertive, competitive, daring, and courageous) that are needed to gain the necessary level of respect for the successful supervision of followers . Women are expected to display relatively feminine, communal values by acting affectionate, cooperative, and compassionate. Women are generally not expected to exhibit the characteristics typically associated with men and leaders, such as being assertive, ambitious, dominant, strong, independent, and self-confident . Other factors that can affect leadership include political interference from community political forces. Studies carried out in India show that politicians interfere in terms of the projects that the youth groups can choose where to implement them and the beneficiaries of such projects. This means that the youth group leaders are compromised and cannot make good decisions for the welfare of the group (Raghuprasad, 2004).

In Kenya political interference is more directly done through the CDF government financial support for various constituencies. The committees that issue this money to various groups in the constituencies are chaired by politicians and it has been noted that this money is given out with various conditions which are tailored to benefit the politicians. For example politicians are more willing to support youth groups from those localities they come from, where their relatives can benefit and where they get their votes from. This means that the youth group leadership will always dance to the tune of the politicians and their leadership may not be for the sustainability of the youth group (Kamau, 2007).

Leadership of youth groups has also been studied in terms of the education levels of the group leaders and their members. Literature implies that the more educated one is the better he or she is as an economically productive citizen. Leaders with higher education are also considered to be better leaders. Dee (2004) has found that educational attainment has a large and statistically significant effect on leadership success. He also found that educational attainment is positively related to several measures of leadership. Studies carried out in India on SHGs identified illiteracy of group members as one factor that contributed to the failure of the SHGs (Raghuprasad, 2004).

2.4 Management of Youth Group Funds and Sustainability of Youth Groups

The financial managers of most youth groups are mostly members of the youth groups who other members appoint into positions of financial management on behalf of the youth group. Such managerial positions include the youth group chairperson, the youth group treasurer and the youth group secretary. These managers have a great role to play in the decision making on how youth group funds may be used and this may determine the success of the youth group projects. These managers must make sure that youth group funds are well used for the sustainability of the youth group. They must be transparent in all financial dealings on behalf of the youth group and ensure that there is no misappropriation of funds. However, managers of youth groups and SHGs in general have globally come under close scrutiny in the way they manage funds. Greater transparency is now demanded of them for these organisations to be sustainable in their operations (O'Dwyer, 2007). The need for transparency in financial dealings in youth groups and SHGs in general is one of global concern because these organisations receive a lot of government and donor support and they need to show that this money is put into good use and that the sustainability of their projects is achieved for these organisations to continue existing. In Nigeria, a number of community development groups have been reported in the various communication media as lacking transparency and corrupt. It has also been noted that the managers of these groups pay themselves huge remunerations and are involved in several financial scandals and governance issues which have made many of these organisations to be of little gain for the members. Many of these organisations have also collapsed. The worst affected have especially been the small unstructured ones that lack capacity and depth to deliver their mandate (Jordan, 2005). Studies carried out on youth groups indicate that youth group managers

have not created mechanisms through which the other members and other stakeholders can raise questions about their decisions and actions so that such actions can be reviewed and acted upon. This prevents stakeholder engagement and internal democracy both of which are important aspects of accountability (Lloyd, 2005).

Srinivas (2005) claims that accountability covers issues such as organizational management, project implementation, financial management and information disclosure. It is related to issues such as answerability, responsibility, liability, dependability, conscientiousness, reliability, trustworthiness, legitimacy, and transparency. On the other hand, Srinivas (2005) concludes that cases of the managers of these groups' misconduct in funds use, management, and governance, have come to light, threatening the sustainability of the groups and projects that they carry out. (Ebrahim, 2003) recommends that for community development groups such as SHGs and youth groups to improve their financial management, accountability has to be improved through the use of financial documents like reports and disclosure statements, performance assessments and evaluations. Further, participation of all group members in deciding on choice of projects has to be enhanced.

Several studies have shown that financial management of youth groups can determine the sustainability of the youth groups. Studies in India have shown that it is necessary that group members are enabled to understand the financial records that are made by the group leaders, explaining accounts to illiterate members, is of necessity to avoid mistrust and conflicts and misunderstanding of group members that leaders benefit more and there are no economic incentives for being a group members (Arun Kumar (2004).

In Kenya, the GOK has tried to address the funds challenge for community development groups through initiatives like the Youth Enterprise Development Fund developed in mid-2006 as one of the fundamental interventions to address it. The key objective of the Youth Enterprise Development Fund is to facilitate young people's access to credit to start up or expand their business, with the aim of stimulating job creation. This saw the government set aside Kenya shillings one billion for the YEDF in the June 2006 National Budget, a reflection of its commitment. However, there was no operational and legal framework in place to facilitate the

immediate disbursement of the allocated funds. Nevertheless the Ministry of State for Youth Affairs managed to put up the Fund's management structures and guidelines. This led to the gazetting of the funds at the end of the year 2006, fully with an advisory board as the policy organ. The Fund also has a Secretariat composed of key specialists to provide technical help.

The YEDF has two credit facilitation components; on-lending and constituency channeled. The on-lending component of the Fund mainly works through Financial Intermediaries such as banks, Non-Governmental Organizations (NGOs), Savings and Credit Cooperatives (SACCOs), and Micro Finance Institutions (MFIs), from which the Youth access funds to start or expand viable businesses. The Financial Intermediaries manage funds allocated to the district from which the youth access funds directly either as individuals or as organized entities such as groups, cooperatives, companies among others. Through these financial intermediaries the capital is converted into individual loans to eligible youth at low cost 8% interest rate per annum calculated over declining balance.

The second component, the Constituency Youth Enterprise Scheme (C-YES) is channeled through administrative structures of the constituencies. The funds which are meant for youth owned or focused enterprises are accessible to the youth through their own registered constituencies all over the country. The constituency Youth Enterprise Scheme (C-YES) which has an allocation of Kenya shillings one million per constituency is meant to target viable enterprises of youth groups within the constituency. This component provide the youth with wholesale loans to eligible groups at zero interest with only a one-off 5% administrative fee.

Since its launch in early 2007, the Fund has received government commitments worth Kshs. 2.25 billion towards enterprise development among the youth. The fund currently disburses loans through Financial Intermediaries, under its flexible collateral component and through the C-YES component. So far the Fund has disbursed loans to over 32,000 youth enterprises through FIs and about 8,000 youth groups through C-YES (Makau, 2010)

3.5 Participation of Youth Group Members and Sustainability of Youth Groups

Development agencies began to introduce concepts of participation in projects and programmes in the late 1970s and early 1980s after lack of beneficiary participation was identified as a reason for the failure of many development efforts. Initially, emphasis was on popular participation. In the past decade the promotion of participation in development has become more widespread and the focus has widened to include other stakeholders as well (World Bank, 2002). The objectives of participation of all stakeholders in a project or programme have been summarised to include the following: Efficiency- to promote agreement, cooperation and interaction to achieve a smoother flow of project services and minimize overall costs; Effectiveness- to help achieve the project objectives through the involvement of beneficiaries in project design and implementation.; Beneficiary capacity: to build the capacity of beneficiaries to share in and take responsibilities for the tasks of projects; Self-reliance- to break the mentality of dependence, to promote self-awareness and confidence of rural people and help them learn how to plan and implement so that they have great control over their lives; Sustainability- to help ensure that local people maintain the project's dynamism. Studies have been carried out to determine factors that have influenced participation of various stakeholders in projects that affect them. In Bangladesh, a study carried out by Aminuzzaman (2008) notes that some factors that include external politics, lack of effective institutional mechanism which gives poor and marginalized to take part in the development project planning, supervision and implementation. Lack of local peoples' awareness about their rights, roles and responsibilities, lack of participation friendly guidelines in project selection or planning level, lack of strong monitoring and evaluation process of development projects are also actors that have been identified to hinder participation. Studies conducted in Malaysia, identified various reasons why members of youth groups do not fully participate in group activities. Some of these reasons include non-adherence to norms set by the group and lack of mutual trust and confidence among members, Regular defaulting by some members , lack of co-operation and team work among group members, ineffective group leadership, lack of training in group formation, unequal work delegation, mismanagement of accounts, and discontinuance of internal lending, lack of time to perform home, and group activities, no reimbursement of money spent for group purposes, group conflicts, and misunderstanding of group members that leaders benefit more(Rahman Abdul 2002.)

Studies in India have shown that participation of group members in project activities can be determined by several other factors. Narayanaswamy (2005) argues that sometimes group activities do not provide enough space for people to participate. Among those participate, one or two dominate. A conflict among members tends to arise as a result of this, leading to a waning of interest and even group disintegration. Guevara (2007) draws attention to leaders' roles as settlers, linkers, motivators, facilitators, and negotiators. At the same time, however, the participatory imperative implies that leadership should rotate according to the resource framework of the group. Linked to the issue of leadership and political organisation of groups, the APMAS/EDA (2006) study of Indian SHGs reported the problem of dropout among members, revealing the need of clear norms related members' organizational behaviour. SHGs, it is suggested, may discuss and finalize a set of by-laws, indicating rules and regulations for group functioning as well as roles and responsibilities of members. Ranadive (2004) shows that people's participation at every level of decision making within the project transforms group members into participants, from which ultimately everyone benefits. Anand (2002) argues that homogeneity in membership (members belonging to the same income or social strata) contributes also to group better participation in project activities. Suguna (2006) argues that people with a similar social background exhibit similar coping behaviours in times of stress and will thus be able to extend mutual support. Other factors include clearly defined goals (knowing what is expected), and an established structure or accepted process of well-defined steps that include schedules, breaks, feedback periods, regular information up-dating (goals and other pertinent information) and a clearly understood delegation of tasks to be accomplished (clear and simple directives). A group goal is a future state of affairs desired by enough members of the group to motivate the group to work toward its achievement (Johnson and Johnson 2006). DeLucia-Waack (2002) summarize what is needed to ensure the effectiveness of groups thus: "Research shows that group goals must be clearly defined, leaders must have specific leadership training and skills, and they must take into consideration member expectations about the group, willingness to participate, and cultural expectations and values when designing a group and implementing specific project activities." An understanding of the goals of the group and the reason for its existence elicits contributions based on the needs of the group, i.e. participation. And this participation is most effective when the members are fully aware that their contributions must be oriented towards the advancement of the group (CAP Santé Outaouais, 2009).

2.6 Implementation of Project Activities and its Influence on Sustainability of Youth

Groups

A project is a complex, non-routine, one-time effort limited by time, budget, resources, and performance specifications design to meet customer needs. A project is said to have been successful if it is completed on time, within its budget and to the required quality. A successful project also means that all the tasks and activities that define the project have been successfully implemented(Gray,2008). However, based on literature, studies have been carried out which show that more than half of projects carried out by various organisations are never successful. For example, one study found that half of all information systems projects in the USA in 1995 failed and these failures cost \$140 billion (Keil and Robey, 1999). Although costly, these project failures provide individuals and organizations an opportunity to learn from the experience (Hammad, 2003). Project managers can use different techniques and tools that are useful to manage projects efficiently. However the main factors that determine the success of projects include involvement of all group members in project activities, proper planning for project requirement and execution, realistic expectations, competent staff, hardworking focused staff, clear vision and objectives and a sense of project ownership among group members (Gray, 2008) When a project does not meet the three constraints of time, budget and quality then such a project has failed. Projects fail mainly because of inability to plan and estimate correctly, or failure to implement the tasks according to plan or failure causes by human factors (Clancy, 2008). Inability to plan and estimate correctly refers to initial cost and schedule estimates are not revised when more information becomes available as a project progresses. Also plans are not used correctly or used to guide the project forward, thus causing the project to fail. Human factors mostly mean that Project managers are not trained to acquire the necessary management skills. Also, some managers are not able to apply and put the theory of project management into practice. Poor communication is also one of the human factors that cause a project to fail. Studies have shown that project failure can trigger new behaviours and thoughts and stir emotions in members of the organisation, particularly negative emotions in response to the project failure (Kiefer, 2005). These negative emotions can lead organizational members to overestimate the likelihood of negative outcomes and to underestimate the likelihood of positive outcomes for subsequent projects as well as become more risk averse (Lerner and Keltner, 2001). Furthermore, these negative emotions can impact attitudes and behaviours that decrease trust and commitment

towards the organization, increase turnover intentions and work slowdowns (Kiefer, 2005), as well as hinder the process of learning from the failure experience (Shepherd, 2009). Although project failure represents an opportunity to learn from the experience, many people involved with project failures do not do so (Disterer, 2002). All these negative reactions to project failure can lead to the collapse of the organisation.

2.7 Government Policy on Youth Groups

The Kenya National Youth Policy (2007) aims to enhance youth participation in national development goals and ensure that programs are well-coordinated to address the interests of youth. Specific objectives of the National Youth Policy include sensitizing policymakers to the need to identify and mainstream youth issues in national development, identifying ways to empower youth, and exploring ways of engaging youth in economic development. A major challenge that has faced collective action groups like youth groups, women groups, and SHGs has always been funds to run their projects. Governments all over the world have designed various policies that have aimed to address this challenge. In India, the governments of that country have had a policy of linking banks to community development groups. This Community-Bank linkage seeks to enable the community groups get the necessary funds for their project activities. It is notable that the collective action groups have transformed much of India and played a major role in alleviation of rural poverty. These groups have benefited greatly from the Bank linkage policy of the Indian government as they have enjoyed readily available banking services (Venkataramany and Fox, 2009). Beyond credit, the provision of a wide range of financial services, including saving accounts, insurance, and remittance facilities are needed. The Government of India constituted a Committee on Financial Inclusion and the Committee submitted its final report to the finance ministry in January 2008. The committee has defined Financial Inclusion as "the process of ensuring access to financial services and timely and adequate credit where needed by vulnerable groups such as weaker sections and low income groups at an affordable cost." It has recommended setting up of two funds namely, Financial Inclusion Fund (FIF) and Financial Inclusion Technology Fund (FITF). There are several forms of financial institutions offering microcredit. Domestic commercial banks in the public and private sector at the national level and Regional Rural Banks (RRB), co-operative banks,

registered & unregistered non- banking finance corporations (NBFC) and other trusts & societies at the regional level provide financial services to ensure total financial support for the community groups(Rao, 2005).

In the industrialized nations, the case of the UK has been such that the country has realized that financial challenges for poverty eradication groups may be overcome and financial literacy may spread only through credit unions as they have a social purpose (Evans and Broome, 2005). Co-operative credit unions in the UK have served the cause of addressing poverty and promotion of financial inclusion. The support of the government especially the treasury's Financial Inclusion Fund has made an impact within financially excluded communities (Jones 2008). In the last two decades, community credit unions being small had marginal impact within financially excluded communities. The Financial Inclusion Task Fund has brought a significant transformation in the sector. The credit unions have grown to market- oriented and commercial social enterprises. Their capacity to tackle financial exclusion from a local reach to national appeal has flourished). The growth of the Community Development Loan Fund (CDLF) as alternative financial institutions in the UK was mainly to overcome financial exclusion to disadvantaged households and promote financial inclusion (Jones, 2006)

2.8 Theory of the Study

This study was based on the equity theory. This theory gives further basis of this study. Equity theory was first developed by John Stacey Adams in 1963. Equity theory focuses on peoples' feelings on how fairly they have been treated in comparison with the treatment received by others. Equity theory also focuses on distributive justice, which is the amount and allocation of rewards among individuals. This theory is about fairness in distribution (Doresh and Playko, 1995)

2.9 Conceptual framework

This conceptual framework shows that the four independent variables ; leadership of youth groups, management of funds , participation of group members and implementation of project activities can influence the dependent variable; sustainability of youth groups. However the influence may be moderated by government policies.

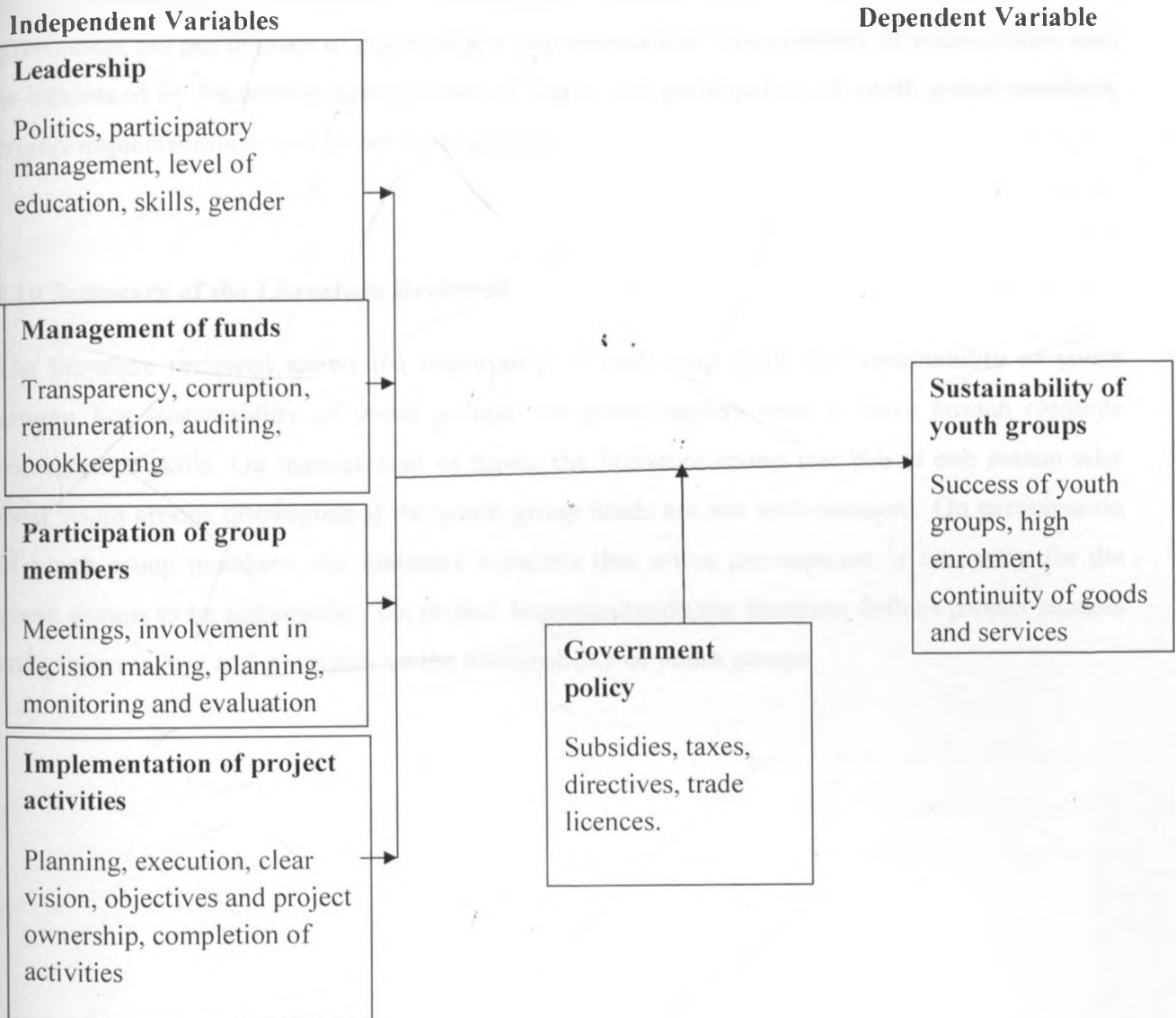


Figure 1: Conceptual Framework

Youth group leaders play a very significant role in the success of youth group projects and sustainability of the youth group. It is necessary for them therefore to have necessary leadership skills so that they can lead the youth group to achieve project success and sustainability of the youth group itself. Management of youth group funds will determine whether the youth group can carry out project activities and this will affect its sustainability. Sustainability of a youth group may be influenced by the participation of the youth group members. If the youth groups' project activities are not successfully implemented, this will affect sustainability of the youth group. Sustainability of the youth group may also be influenced by various guidelines that the government has put in place to guide project implementation. Sustainability of youth groups may be influenced by leadership, management of funds, and participation of youth group members, project implementation, and government policies

2.10 Summary of the Literature Reviewed

The literature reviewed shows the importance of leadership skills for sustainability of youth groups. For sustainability of youth groups, the group leaders need to have human resource management skills. On management of funds, the literature shows that this is one reason why most youth groups disintegrate if the youth group funds are not well managed. On participation of youth group members, the literature indicates that active participation is necessary for the youth groups to be sustainable. On project implementation the literature defines project success and project failure and its impact on the sustainability of youth groups.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This section presents the methodology that was used in the study. It describes the research design, the target population, sample size and sampling procedures, research instruments, piloting of the research instrument, reliability and validity of the research instruments, data collection procedures and data analysis techniques.

3.2 Research Design

This study used descriptive survey design. Descriptive survey designs are used when the objective is systematic or description of facts and characteristics of a given population or sample of the population are of interest factually and accurately (Kothari, 2007). It gathers data at a particular point in time with the intention of describing the nature of the existing conditions, identifying the standards against which existing conditions can be compared and determining the relationship that exists between specific events (Orodho, 2005). Survey research design was used because the population under study was too large to observe directly and this enabled the researcher to use questionnaires as a method of data collection. The survey research was therefore useful because of the economy of taking a sample of the population to generalize results for the whole population

3.3 Target Population

The district had 102 youth groups registered with the Ministry of Gender, Children and Social Development. Of these registered groups, 28 groups had collapsed, 16 were dormant and 58 were active. The active youth groups and the dormant ones made a total of 74 groups which had a population of 814 members (Ministry of Youth Affairs, Marani District, 2011). This population of 814 constituted the target population for this study.

3.4 Sample Size and Sampling Procedure

The target population was stratified into strata of 74 chairpersons, 74 secretaries, 74 treasurers and 592 non-office bearers. Sample size for the chairpersons, secretaries and treasurers and non-

office bearers was determined using a formula recommended by Mugenda and Mugenda (2003). This formula is expressed as shown below:

$$nf = n / (1 + n/N)$$

Where;

nf = sample size (when the population is less than 10,000).

n = Sample size (when the population is more than 10,000).

This figure is taken to be 384, for a desired accuracy level at 0.05.

N = Size of the study population which in this case is 814 which will be stratified to 74 chairpersons, 74 treasurers, 74 secretaries and 592 non-office bearers. If the foregoing figures are substituted into the above equation;

Sample size for the above stratus was;

Sample size for 74 chairpersons/secretaries/treasurers(nf) = $384 / (1 + 384/74) = 63$ and

Sample size for non-office bearers(nf) = $384 / (1 + 384/592) = 233$

The sample size was therefore comprised of 63 chairpersons, 63 treasurers, 63 secretaries and 233 non-office bearers. Table 3.1 shows the sample size distribution.

Table 3.1: Sample size distribution

Description	Population	Sample size
Chairpersons	74	63
Treasurers	74	63
Secretaries	74	63
Non-office bearers	592	233
Total	814	422

3.5 Research Instruments

A questionnaire is a research instrument that gathers data over a large sample (Kombo & Tromp, 2006). The questionnaires that were used in this research consisted of structured and semi-structured questions. Structured questions are easier to analyse, easier to administer because each item is followed by alternative answers. They are also economical to use in terms of time and money. However the responses were limited and respondents were compelled to answer questions according to the researcher's choice. Unstructured or open-ended questions on the other hand refer to those questions that give the respondent complete freedom of response. This permits a respondent to respond in his/her own way. Respondents' responses will be give insight into their feelings, background, hidden motivation, interest and decisions (Mugenda and Mugenda, 2003). However there is a tendency to provide information that did not answer the stipulated research questions or objectives. There is also difficulty in categorizing responses and hence difficulty in analysing quantitatively. There were four sets of questionnaires for the following categories of respondents; the chairpersons (appendix II), secretaries (appendix III), treasurers (appendix IV) and non- office bearers (appendix V) respectively.

3.5.1 Piloting of the Research Instruments

As Orodho (2005) points out, piloting refers to the pre-testing of research instruments to a selected sample which is identical to the actual sample to be used in the study. He adds that piloting helps to detect deficiencies in the research instruments such as insufficient space and ambiguous questions, and helps to reveal if anticipated analytical techniques are appropriate. A pilot study was conducted in five youth groups that were randomly selected from the district to validate the research questionnaires and test the reliability of the instruments. These youth groups however, were not among the sampled youth groups for this study. The five youth groups had a population of 51 members. The population was stratified into 5 chairpersons, 5 treasurers and 36 non office bearers. Using the formula recommended by Mugenda and Mugenda, (2003), a sample of 5 chairpersons, 5 secretaries, 5 treasurer and 32 non office bearers was used for piloting of the research instruments.

3.5.2 Validity of the Research Instrument

According to Mugenda and Mugenda, (2003) validity is the degree to which results obtained from the analysis of the data actually represent the phenomenon under study. Test and retest was used to ascertain the validity of the data collected. The researcher gave out questionnaires to a group of respondents not included in the study to fill and comment as required. After a period of one week more questionnaires were given to the respondents. The responses were then compared and those questions whose responses had great variations were restructured.

3.5.3 Reliability of the Research Instrument

Reliability refers to the degree to which the scores obtained with an instrument are consistent measures (Frankel and Eallen 2003). Test and retest was used to determine the reliability of the questionnaires. The correlation coefficient between the two separate administrations of the questionnaire gave a coefficient of 0.864 which was high enough to confirm the reliability of the questionnaires.

3.6 Data Collection Procedures

This refers to the collection or gathering of information to serve or prove some facts (Kombo and Tromp, 2006). It involves the real process of going to the field to get the required information from the selected population. The researcher got an introductory letter from the Chairman of the Department of Project Planning of the University of Nairobi which enabled him get a research permit (Appendix VI) from the National Council for Science and Technology (NCST) which is under the Ministry of Higher Education, Science and Technology (M.O.H.E.S.T.) before proceeding to the field. After acquiring the permit the researcher further sought permission from the District Commissioner of Marani District (Appendix VII), Kisii County to enable him collect data. This was done through a letter stating the research area, purpose of the research and the exact dates when the research is expected to take place. On the actual dates of the study, the researcher visited individual youth groups to conduct the research. The questionnaire was issued to selected respondents and some questionnaires were collected on the same day while others

were collected later. This allowed more time which enabled proper completion of the questionnaires.

3.7 Data Analysis Techniques

Data analysis deals with the process of data coding, data entry and analysis in order to make interpretation possible. Data analysis deals with the statistics to be used to analyze data, that is, the organization, interpretation and presentation of collected data (Oson and Onen, 2005). Data in this study was collected by use of both closed-ended and open-ended questionnaire items. Quantitative data was presented by use of frequency tables and analyzed by use of percentages in consideration of the research questions. The qualitative data were read and categorized into distinct themes as shown by the responses of the respondents. These contributions were presented by use of frequency tables and analyzed and interpreted by use of percentage

CHAPTER FOUR

DATA ANALYSIS, PRESENTATION AND INTERPRETATION

4.1 Introduction

This chapter deals with data analysis, presentation, and interpretation of the research findings. The chapter is organized into two sections, in the first section; descriptive statistics are used to provide background information of the respondents who participated in this study. The second section presents the analysis of the responses to the specific objectives of the study as provided by the respondents in the questionnaires. The purpose of this study was to establish the factors influencing sustainability of youth groups in Marani District, Kisii County, Kenya

4.2 Questionnaire Return Rate

A total of 422 questionnaires were given out to the respondents. Out of the 422 questionnaires, 367 were received back. This resulted in a return rate of 87.0%. The data from the questionnaires was then analyzed and presented in tables.

4.3 Demographic Characteristics

This variable was important since it enabled the researcher to obtain respondents' personal data in terms of age, gender, and academic qualification.

4.3.1 Ages of respondents

The respondents were asked to state their ages in years. Their responses were as shown in

Table 4.1.

Table 4.1: Ages of Respondents

Age in years	Frequency	%
18-27	68	18.5
28-37	165	45.0
38-47	77	21.0
48 and Above	57	15.5
Totals	367	100

N= 367

As shown in table 4.1 majority, 45%(165) of the respondents were in the age bracket 28- 37 .In the age bracket 18-27, there were 68 (18.5%) respondents, 77 (21%) were in the age bracket 38-47 and 57 (15.5%) were in the age of 48 and above.

4.3.2 Gender of respondents

The respondents were asked to state their gender; their responses were as shown in table 4.2

Table 4.2 Gender of respondents

Gender	Frequency	%
Male	192	52.3
Female	175	47.7
Total	367	100

N=367

As shown in Table 4.2, majority of the respondents 192 (52.3%) were male, the female respondents were 175 (47.7%).

4.3.3 Educational qualification of respondents

The respondents were asked to state their academic qualifications and their responses were as shown in table 4.3

Table 4.3 Academic qualification of respondents

Academic qualification	Frequency	%
Certificate	260	70.8
Diploma	60	16.3
Degree	47	12.8
Total	367	100

N=367

Majority of the respondents had attained certificate level of education 260 (70.8%), Diploma holders were 60 (16.3%) and only 47 (12.8%) were degree holders.

4.4 Objective one- the influence of leadership on sustainability of youth groups.

The responses to the items of the second objective have been tabulated in table 4.4

SA- Strongly Agree, A- Agree, NC- Not Certain, D- Disagree, SD- Strongly Disagree

Table 4.4-Influence of leadership on sustainability of youth groups

Statement	SA	A	NC	D	SD	TOTALS
Youth group members always elect their leaders	38	60	41	169	59	367
	26.7%		11.2%		62.1%	100%
There is a constitution in place which governs youth group affairs	52	60	62	121	72	367
	30.5%		16.9%		52.6%	100%
Youth group members are always involved in decision making	43	63	45	132	84	367
	28.9%		12.3%		58.9%	100%
Youth group members hold regular meetings to discuss youth group affairs	39	81	34	139	68	267
	32.7%		9.3%		56.4%	100%
Communication on youth group affairs is very good	40	62	43	146	76	367
	27.8%		11.7%		60.5%	100%
To be a youth group leader one must have had prior experience in leadership	57	72	59	117	62	367
	35.1%		16.1%		48.8%	100%
Duties are well delegated in the youth group	47	46	41	145	88	367
	25.3%		11.2%		63.5%	100%

Members share ideas freely on youth group affairs	53	70	75	107	62	367
		33.5%	20.4%	46%		100%
Youth group members help one another in case of a calamity	45	67	72	125	58	367
		30.5%	19.6%	49.9%		100%
Youth group members are given opportunity to grow through seminars, courses, etc.	35	95	42	110	85	367
		35.4%	11.4%	53.1%		100%
Academic qualification is key to one being selected as a youth group leader	33	91	69	100	74	367
		33.8%	18.8%	47.4%		100%
Youth group leaders share their power with other members	37	92	46	121	71	367
		35.1%	12.5%	52.3%		100%
Gender roles do not interfere with leadership roles	32	87	69	111	68	367
		32.4%	18.8%	48.8%		100%
Men and women have equal chances of leadership	61	62	41	123	80	367
		33.5%	11.2%	55.3%		100%
Gender does not affect the activities a member can play	58	106	58	143	102	367
		33.8%	10.4%	55.9%		100%
There is no gender discrimination in the affairs of the youth group	43	90	51	134	49	367
		36.2%	13.9%	49.9%		100%
Politicians influence the youth group leadership	77	95	43	102	50	367
		46.9%	11.7%	41.4%		100%
Political affiliation of the members affects	41	97	42	115	72	367

the youth group	37.6%	11.4%	51.0%	100%		
Community politics determines the	59	101	38	112	77	367
activities of the youth group	38.1%	10.4%	51.5%	100%		
The youth group has attracted enough	63	76	47	110	71	367
members	37.9%	12.8%	49.3%	100%		

The table 4.4 shows that 26.7% of the respondents agreed that youth group members elect their leaders, 11.2% were not sure and 62.1% disagreed. Whether there is a constitution in place which governs youth group affairs 30.5% agreed, 16.9% were not certain and 52.6% disagreed. The respondents were also asked whether youth group members are always involved in decision making 28.9% agreed 12.3% were not certain and 58.9% disagreed. The respondents were also asked whether youth group members hold regular meetings to discuss youth group affairs 32.7% agreed 9.3% were not sure and the majority 56.4% disagreed. On whether communication is good in the youth groups, 27.8% agreed, 11.7% were not certain and 60.5% disagreed. The respondents were also asked whether to be a youth group leader one must have had prior experience in leadership 27.8% agreed, 11.7% were not certain and 60.5% disagreed. On whether duties are well delegated in the youth group 35.1% agreed, 16.1% were not certain and 48.8% disagreed. The question whether members share ideas freely on youth group affairs 25.3% agreed 11.2% were not certain and 63.5% disagreed. The respondents were also asked whether youth group members help one another in case of a calamity 33.5% agreed, 20.4% were not certain and 46.0% disagreed. On whether youth group members are given opportunity to grow through seminars, courses, etc. 30.5% agreed 19.6% were not certain and 49.9% disagreed. The respondents were also asked whether academic qualification is key to one being selected as a youth group leader 35.4% agreed 11.4% were not certain and 53.1% disagreed. Whether youth group leaders share their power with other members 33.8% agreed 18.8% were not certain and 47.4% disagreed. On whether gender roles do not interfere with leadership roles 35.1% agreed, 12.5% were not certain and 52.3% disagreed. The respondents were asked if men and women have equal chances of leadership 32.4% agreed 18.8% were not certain and 48.8% disagreed. On the question whether gender does not affect the activities a member can play 33.5% agreed 11.2% were not

certain and 55.3% disagreed. The respondents were also asked whether there is no gender discrimination in the affairs of the youth group 33.8% agreed 10.4% were not certain and 55.3% disagreed. The respondents were asked if politicians influence the youth group leadership 33.8% agreed 10.4% were uncertain and 55.9% disagreed. On whether political affiliation of the members affects the youth group 36.2% agreed 13.9% were uncertain and 49.9% disagreed. On whether community politics determines the activities of the youth group 46.9% agreed 11.7% were not sure and 41.4% disagreed. On whether the youth group has attracted enough members 37.9% agreed, 12.8% were not sure and 49.3% disagreed.

The above analysis shows that leadership of youth groups lacks skills that are necessary for the sustainability of youth groups.

4.5 Objective two- Management of youth group funds and sustainability of youth groups

The responses to the items of the second objective have been tabulated in table 4.5.

Table 4.5 Management of youth group funds and sustainability of youth groups

Statement	SA	A	NC	D	SD	TOTALS
Financial statements like budgets, cash books, are always available in the youth group	34	98	63	105	67	367
		36.0%	17.2%	46.9%		100%
Youth group members can freely access the financial records of the youth group	41	104	42	109	71	367
		39.5%	11.4%	49.0%		100%
Youth group members can understand the financial records of the youth group	33	102	41	113	78	367
		36.8%	11.2%	52.0%		100%
Auditing of the youth group financial records is regularly done	31	95	65	129	47	367
		34.3%	17.7%	48.0%		100%
The financial returns I make from the youth group activities are satisfactory	63	67	52	124	61	367
		35.4%	14.2%	50.4%		100%
I believe the financial dealings in the youth	52	95	43	114	63	367

group are free of corruption	40.1%	11.7%	48.2%	100%		
There is fairness in sharing of the dividends of the youth group activities	57	93	49	101	67	367
	40.9%	13.4%	45.8%	100%		
Salaries and allowances are fairly paid in the youth group	63	57	53	117	67	367
	32.7%	14.4%	50.1%	100%		
Youth group funds are well utilized	71	61	61	114	60	367
	36.0%	16.6%	47.4%	100%		
Youth group members are well involved in the budgetary process	48	67	62	133	57	367
	31.3%	16.9%	51.8%	100%		

The table 4.5 shows that 36.0% of the respondents agreed that financial statements like budgets, cash books, are always available in the youth group 17.2% were uncertain and 46.9% disagreed. 39.5% agreed that youth group members can freely access the financial records of the youth group 11.4% were uncertain and 49.0% disagreed. 36.8% agreed that youth group members can understand the financial records of the youth group 11.2% were uncertain and 52.0% disagreed. On whether auditing of the youth group financial records is regularly done 34.3% agreed 17.7% were uncertain and 48.0% disagreed. On whether the financial returns made from the youth group activities are satisfactory 35.4% agreed 14.2% were uncertain and 50.4% disagreed. On whether the financial dealings in the youth group are free of corruption 40.1% agreed 11.7% were uncertain and 48.2% disagreed. On whether there is fairness in sharing of the dividends of the youth group activities 40.9% agreed 13.4% were uncertain and 45.8% disagreed. On the question whether salaries and allowances are fairly paid in the youth group 32.7% agreed 14.4% were uncertain and 50.1% disagreed. On the question whether youth group funds are well utilized 36.0% agreed 16.6% were not certain and 47.4% disagreed. On whether youth group members are well involved in the budgetary process 31.3% agreed 16.9% were uncertain and 51.8% disagreed.

From the above analysis it can be seen that several financial management issues in youth groups including that management of youth group funds lacks transparency, lack of skills in the

management of financial records which in most cases are lacking , no regular auditing is done,etc are factors influencing sustainability of youth groups.

4.6 Objective three-Participation in project activities and sustainability of youth groups

The responses to the items of the third objective have been tabulated in table 4.6

Table 4.6 Participation in project activities

Statement	SA	A	NC	D	SD	TOTALS
Youth group members participate actively in meetings to plan and implement project activities	43	77	62	124	61	367
		32.7%	16.9%		50.4%	100%
Youth group members participate in the selection of projects	49	80	52	128	58	367
		35.1%	14.2%		50.7%	100%
Youth group members play various roles e.g. supervision of project activities	53	105	49	89	71	367
		43.1%	13.4%		43.6%	100%
Religious differences do not affect the participation of members in project activities	56	112	39	98	62	367
		45.8%	10.6%		43.6%	100%
Youth group members always have time to play their roles in youth group activities	39	98	53	117	60	367
		37.3%	14.4%		48.2%	100%
Youth group members carry out their activities with passion and determination to succeed	29	113	45	145	35	367
		38.7%	12.3%		49.0%	100%
Activities are always completed as scheduled	37	102	39	103	86	367
		37.9%	10.6%		51.5%	100%

Table 4.6 shows that 32.7% of the respondents agreed that youth group members participate actively in meetings to plan and implement project activities, 16.9% were not certain and 50.4% disagreed. On the question whether youth group members participate in the selection of projects 35.1% agreed, 14.2% were not certain while 50.7% disagreed. They were also asked whether youth group members play various roles e.g. supervision of project activities 43.1% agreed, 13.4% were not certain and 43.6% disagreed. On whether religious differences do not affect the participation of members in project activities, 45.8% agreed that the differences do not affect participation, 10.6% were not certain and 43.6% disagreed. On whether youth group members always have time to play their roles in youth group activities 37.3% agreed, 14.4% were not certain but 48.2% disagreed. On whether youth group members carry out their activities with passion and determination to succeed 38.7% were in agreement, 12.3% were not certain and 49.0% disagreed. On whether activities are always completed as scheduled 37.9% agreed 10.6% were uncertain and 51.5% disagreed.

From the above analysis it shows that members of youth groups lack enough time to participate in youth group activities including selection of projects, attending regular meetings and supervision of project activities.

4.7 Objective four-Implementation of project activities and sustainability of youth groups

The responses to the items of the fourth objective have been tabulated in table 4.7

Table 4.7 Implementation of project activities and sustainability of youth groups

Statement	SA	A	NC	D	SD	TOTALS
Project activities are always implemented on time	57	33	47	131	99	367
	24.5%		12.8%		62.7%	100%
Project activities are always completed on time	33	98	57	112	67	367
	35.7%		15.5%		48.8%	100%
Project activities are always implemented according to plan	27	93	59	133	55	367
	32.7%		16.1%		51.2%	100%

Project implementation always succeeds to the satisfaction of group members	32	80	59	111	58	367
		30.5%	16.1%	63.3%		100%
Every youth group member plays their part as expected	32	107	62	139	27	367
		37.9%	16.9%	45.2%		100%
The budgetary allocation for implementation always completes the project as required	59	70	49	129	60	367
		35.1%	13.4%	51.5%		100%
No major frustrations are experienced in project implementation	43	98	64	125	37	367
		38.4%	17.4%	44.2%		100%

Table 4.7 shows that 24.5% of the respondents agreed that project activities are always implemented on time, 12.8% were not certain and 62.7% disagreed. Whether project activities are always completed on time 35.7% agreed, 15.5% were uncertain and 48.8% disagreed. The question if project activities are always implemented according to plan had 32.7% agreeing, 16.1% were not certain and 51.2% disagreed. The respondents were also asked whether project implementation always succeeds to the satisfaction of group members 30.5% agreed, 6.1% were not certain and 63.3% disagreed. The respondents were also asked whether every youth group member plays their part as expected 37.9% agreed, 16.9% were not certain but 45.2% disagreed. On whether the budgetary allocation for implementation always completes the project as required, 35.1% agreed, 13.4% were uncertain and 51.5% disagreed. On whether they face major frustrations in project implementation, 38.4% agreed 17.4% were uncertain and 44.1% indicated they face major frustrations in implementation of the projects.

From the above analysis the study shows that project activities are not always completed on time, not implemented on time, not implemented according to plan and budgetary allocation to them is not sufficient.

CHAPTER FIVE

SUMMARY OF FINDINGS, DISCUSSIONS, CONCLUSIONS AND RECOMMENDATIONS.

5.1 Introduction

This chapter gives the summary of the research findings as analyzed in the previous chapter. It also shows the conclusions as per the research questions and also the researcher's recommendations and indicates areas that need further research.

5.2 Summary of Findings

This research was based on the topic; factors influencing sustainability of youth groups in Marani district, Kisii County, Kenya.

On the first research question; to what extent does leadership of youth groups influence sustainability of youth groups in Marani District? The study indicates that 26.7% of the respondents agreed that youth group members elect their leaders, and 62.1% disagreed. On whether there is a constitution in place which governs youth group affairs 30.5% agreed, and 52.6% disagreed. On involvement of youth group members in decision making, 28.9% agreed they are usually involved but 58.9% disagreed. 32.7% of the respondents indicated that youth group members hold regular meetings to discuss youth group affairs whereas, the majority 56.4% disagreed. On communication in the youth groups, 27.8% agreed that it is good, and 60.5% disagreed. The respondents were also asked whether to be a youth group leader one must have had prior experience in leadership 35.1% agreed while 48.8% disagreed. On whether duties are well delegated in the youth group 25.3% agreed, 63.5% disagreed. The question whether members share ideas freely on youth group affairs, 33.5% agreed and 46.0% disagreed. Only 30.5% of the respondents agreed that youth group members help one another in the event of calamity befalling a member. On whether youth group members are given opportunity to grow through seminars, courses, etc. only 33.8% agreed. The respondents were also asked whether academic qualification is key to one being selected as a youth group leader the bigger majority of 52.3% disagreed. Whether youth group leaders share their power with other members 32.4% agreed and 48.8% disagreed. On whether gender roles do not interfere with leadership roles

33.5% agreed, and 55.2% disagreed. The respondents were asked if men and women have equal chances of leadership 33.8% agreed and 55.9% disagreed. On the question whether gender does not affect the activities a member can play 36.2% agreed and 49.9% disagreed. The respondents were also asked whether there is no gender discrimination in the affairs of the youth group 46.9% agreed and 41.4% disagreed. The respondents were asked if politicians influence the youth group leadership 37.6% agreed and 51.0% disagreed. On whether political affiliation of the members affects the youth group 38.1% agreed and 51.5% disagreed. On whether community politics determines the activities of the youth group 37.9% agreed and 49.3% disagreed. On whether the youth group has attracted enough members 37.9% agreed, and 49.3% disagreed.

On the second research question; To what extent does management of youth group funds influence sustainability of youth groups in Marani District. The majority of the respondents, 46.9% indicated financial statements like budgets, cash books, are not always available in the youth group and only 36.0% indicated that these documents are available. On accessibility of the financial records, only 39.5% agreed that youth group members can freely access the financial records of the youth group and the majority 49.0% disagreed. Most of the respondents, 52.0% indicated that they cannot understand the financial records of the youth group and only 36.8% agreed that youth group members can understand the financial records of the youth group. On whether auditing of the youth group financial records is regularly done 34.3% agreed, and 48.0% disagreed. Majority of the respondents, 50.4% expressed dissatisfaction with the financial returns made from the youth group activities. On financial dealings in the youth group many of the respondents 45.8% felt that such dealings are not free of corruption. On whether there is fairness in sharing of the dividends of the youth group activities 32.7% agreed whereas 50.1% disagreed. On the question whether salaries and allowances are fairly paid in the youth group 36.0% agreed and 47.4% disagreed. On the question whether youth group funds are well utilized 31.3% agreed and 51.8% disagreed. 56.2% of the respondents also indicated lack of involvement of the members in the youth group budget making process.

The third research question was to find out how participation of youth group members influences sustainability of youth groups in Marani District. 32.7% of the respondents agreed that youth group members participate actively in meetings to plan and implement project activities, whereas

50.4% disagreed. On the question whether youth group members participate in the selection of projects 35.1% agreed while 50.7% disagreed. They were also asked whether youth group members play various roles e.g. supervision of project activities 43.1% agreed, and 43.6% disagreed. On whether religious differences do not affect the participation of members in project activities, 45.8% agreed that the differences do not affect participation, and 43.6% disagreed. On whether youth group members always have time to play their roles in youth group activities 37.3% agreed, but 48.2% disagreed. On whether youth group members carry out their activities with passion and determination to succeed 38.7% were in agreement, and 49.0% disagreed. On whether activities are always completed as scheduled 37.9% agreed and 51.5% disagreed.

The fourth research question was to determine the extent implementation of project activities influences sustainability of youth groups in Marani District. 24.5% of the respondents agreed that project activities are always implemented on time, however 62.7% disagreed. Whether project activities are always completed on time 35.7% agreed, and 48.8% disagreed. The question if project activities are always implemented according to plan had 32.7% agreeing, and 51.2% disagreed. The respondents were also asked whether project implementation always succeeds to the satisfaction of group members 30.5% agreed, and 63.3% disagreed. The respondents were also asked whether every youth group member plays their part as expected 35.1% agreed, but 51.5% disagreed. On whether the budgetary allocation for implementation always completes the project as required 38.4% agreed, and 55.8% disagreed. On whether they face major frustrations in project implementation, 37.8% agreed but 45.7% indicated they face major frustrations in implementation of the projects.

5.3 Discussions

In this section, the findings of this research are compared with other studies that have been carried out on factors influencing sustainability of youth groups. The summary of the findings on each objective will be compared with other studies.

The first objective concerned leadership of youth groups and its influence on sustainability of youth groups. The summary of findings shows that most of the youth groups' leadership lacks

necessary skills to enable sustainability of the youth groups. Most of them are not elected by the youth group members and there is no constitution in place to guide the youth group activities. There is lack of regular meetings, communication in the youth group is not very good, and the youth group leaders lack leadership experience. The leadership is supposed to ensure the members are cohesive and help one another in cases where calamities befall them, however this lacks. Most of the youth groups do not organize for activities like seminars, and courses that can enable members to develop their skills. Most of the youth group leadership have not advanced much academically. There are gender issues in the leadership of the youth groups and to a great extent men are the leaders of the groups. Political forces in the community and also among the youth group members have an influence on the youth group leadership. Most of the youth groups have not attracted enough members. These findings agree with other studies. Sa-Dhan (2003) in a study of youth groups in India identified lack of a youth group constitution and group discipline as major factors that determine the sustainability of youth groups. Reddy (2005) also studied the sustainability of youth groups in India and observed key areas of weakness which undermine the sustainability of a youth group. He identifies the major areas as poor leadership and poor governance which fails to involve all group members in decision making leading to cases of dropouts from youth groups.

According to Russell and Schneider (2000), in a research carried out involving youth groups in South Africa, the following factors were found to affect the sustainability of youth groups. Most youth groups do not have well-developed management systems in place and do not have clear vision and mission statements to guide their decision making. Many youth groups developed a constitution for registration purposes only. The youth group structure was found to be flat with little differentiation of roles and responsibilities between managerial and technical duties. For successful youth groups, staffs have more specialized roles and functions, such as fundraising, bookkeeping, or project management and supervision. The youth groups lacked □ strategic planning and project management skills were generally lacking. This meant that very few youth groups plan ahead. On gender, studies conducted in India have shown that women in particular persistently face more household demands and family responsibility. Family-work constraints can lead women to have double duty with home and work responsibilities. Because of this, women have been known to avoid leadership positions in collective action groups such as youth groups. These studies further showed that politicians interfere in terms of the projects that the

youth groups can choose, where to implement them and the beneficiaries of such projects. This means that the youth group leaders are compromised and cannot make good decisions for the welfare of the group (Raghuprasad, 2004). In Kenya political interference is more directly done through the CDF government financial support for various constituencies. The committees that issue this money to various groups in the constituencies are chaired by politicians and it has been noted that this money is given out with various conditions which are tailored to benefit the politicians. For example politicians are more willing to support youth groups from those localities they come from, where their relatives can benefit and where they get their votes from. This means that the youth group leadership will always dance to the tune of the politicians and their leadership may not be for the sustainability of the youth group (Kamau, 2007).

Leadership of youth groups has also been studied in terms of the education levels of the group leaders and their members. Literature implies that the more educated one is, the better he or she is as an economically productive citizen. Leaders with higher education are also considered to be better leaders. Dee (2004) has found that educational attainment has a large and statistically significant effect on leadership success. He also found that educational attainment is positively related to several measures of leadership. Studies carried out in India on SHGs identified illiteracy of group members as one factor that contributed to the failure of the SHGs (Raghuprasad, 2004).

The second objective was about the influence of management of youth group funds on sustainability of youth groups. The findings show that the youth groups lack financial statements like budgets and cash books. Financial records are not always accessible to members and most members are not able to understand such records. Auditing of financial operations of the youth groups is rarely done, most members are not satisfied with their financial returns, the members believe there is corruption in the financial dealings in the youth groups. Srinivas (2005) in a study found misuse of funds by youth group leaders is a major factor that threatens the sustainability of the groups and projects that they carry out. (Ebrahim, 2003) recommends that for community development groups such as SHGs and youth groups to improve their financial management, accountability has to be improved through the use of financial documents like reports and disclosure statements, performance assessments and evaluations. Further, participation of all group members in deciding on choice of projects has to be enhanced.

Several other studies have shown that financial management of youth groups can determine the sustainability of the youth groups. Studies in India have shown that it is necessary that group members are enabled to understand the financial records that are made by the group leaders, explaining accounts to illiterate members, is of necessity to avoid mistrust and conflicts and misunderstanding of group members that leaders benefit more and there are no economic incentives for being a group member (Kumar,2004).

The third objective was to assess the extent to which participation of youth group members influences sustainability of youth groups. The findings show that participation by members in youth group meetings to select, plan and implement project activities is minimal. Other factors were also found to hinder participation of members in project activities, such factors included religious affiliation, lack of time to participate in project activities, lack of motivation. It was also found that projects are not completed on time. Lack of beneficiary participation has long been identified as a reason for the failure of many development efforts. Promotion of participation by beneficiaries has become more widespread (World Bank, 2002). Studies carried out in various other countries also show that lack of participation in youth groups by members is still an issue that influences the sustainability of such groups .Studies conducted in Malaysia, identified various reasons why members of youth groups do not fully participate in group activities. Some of these reasons include non-adherence to norms set by the group and lack of mutual trust and confidence among members, regular defaulting by some members , lack of co-operation and team work among group members, ineffective group leadership,lack of training in group formation, unequal work delegation, mismanagement of accounts, and discontinuance of internal lending, lack of time to perform home, and group activities, no reimbursement of money spent for group purposes, group conflicts, and misunderstanding of group members that leaders benefit more(Rahman Abdul 2002.)

Studies in India have shown that participation of group members in project activities can be determined by several other factors.Narayanaswamy(2005) argues that sometimes group activities do not provide enough space for people to participate. Among those who participate, one or two dominate. A conflict among members tends to arise as a result of this, leading to a waning of interest and even group disintegration.

The fourth objective concerned the extent to which implementation of youth group project activities influences sustainability of youth groups. The findings show that project activities are never implemented on time and according to plan, group members do not play their roles and projects are never completed on time. Project budgetary allocation is never sufficient for a project and project success is rare. According to several studies, failure of projects can lead to the collapse of an organization, youth groups included. Projects fail mainly because of inability to plan correctly, or failure to implement the tasks according to plan (Clancy, 2008). Studies have shown that project failure can trigger new behaviours and thoughts and stir emotions in members of the organisation, particularly negative emotions in response to the project failure (Kiefer, 2005). These negative emotions can lead organizational members to overestimate the likelihood of negative outcomes and to underestimate the likelihood of positive outcomes for subsequent projects as well as become more risk averse (Lerner and Keltner, 2001). Furthermore, these negative emotions can impact attitudes and behaviours that decrease trust and commitment towards the organization, increase turnover intentions and work slowdowns (Kiefer, 2005), as well as hinder the process of learning from the failure experience (Shepherd, 2009). Although project failure represents an opportunity to learn from the experience, many people involved with project failures do not do so (Disterer, 2002). All these negative reactions to project failure can lead to the collapse of the organization.

5.4 Conclusions

The influence of leadership on sustainability of youth groups is the first objective in this study. Sustainability of youth groups depends a lot on the type of leadership the youth group has. The leadership must ensure basic democracy in the youth group so that youth group members are well involved in all areas including election of their leaders, formulation of their constitution, participation in planning and selection of projects, participation in project activities, they should be able to share their powers with other members of the group, they should work for the welfare of the group and overcome negative practices like political interferences and gender discrimination in the youth group. Leadership is a major challenge for most of these youth groups. This is the key factor that explains the ineffectiveness of most youth groups (Diachenko 2008). The findings of these study indicate that leadership remains a big challenge for the sustainability of the youth groups.

The second objective was about the influence of management of youth group funds on sustainability of youth groups. The findings show that the youth groups lack financial statements like budgets and cash books. Financial records are not always accessible to members and most members are not able to understand such records. Auditing of financial operations of the youth groups is rarely done, most members are not satisfied with their financial returns, the members believe there is corruption in the financial dealings in the youth groups. Srinivas (2005) indicates that cases of leaders of these groups misuse of funds and poor governance threaten the sustainability of the groups and projects that they carry out. The findings of this study show that management of youth group funds is not transparent. This therefore means that financial management of youth group funds influences the sustainability of the youth groups.

The third objective was to assess the extent to which participation of youth group members influences sustainability of youth groups. The findings show that participation by members in youth group meetings to select, plan and implement project activities is minimal. Various factors have impacted negatively such that participation of youth group members in project activities and other youth group affairs is minimal. Lack of beneficiary participation has long been identified as a reason for the failure of many development efforts (World Bank, 2002). The findings of this study show that youth group members are minimally involved in their projects. This means that participation of youth group members in project activities is a factor that has influenced the sustainability of these groups.

The fourth objective concerned the extent to which implementation of youth group project activities influence sustainability of youth groups. The findings show that project activities are never implemented on time and according to plan, group members do not play their roles and projects are never completed on time. Project success is rare. Studies have shown that project failure can trigger negative attitudes in the organization leading to members of the group dropping out and even the group itself may disintegrate in response to project failure (Kiefer, 2005). The findings in this study therefore show that implementation of projects has influenced sustainability of the youth groups.

5.5 Recommendations

After undertaking this research it is suggested that the government can take a closer look at the leadership of youth groups and assist in developing the leadership by training them through various leadership courses that can improve their leadership abilities. Other organizations in the NGO sector can also be encouraged to assist in training of the leadership of youth groups. Human resources management can be improved through formal training programs for key staff members. Training on various aspects of organizational development, strategic planning, proposal writing, assistance in organizing events and creating partnerships with other sectors need to be further developed (Arenas, 2009). The youth groups can also be enabled to undertake better income generating projects which can attract better educated members so that the leadership of these groups can also attract better educated leaders. Dee (2004) has found that educational attainment has a large and statistically significant effect on leadership success.

On management of youth group funds, the youth group members and leadership need training on how to best make use of their funds and on how to organize their financial records to show transparency and accountability. The youth groups can also be enabled to have greater access to loans for their projects. Further, the youth groups can be assisted in their projects so that they are able to generate their own incomes. This means that government and banks can work together in an effort to train and enable access to funds and training for the youth groups. Closer scrutiny of the financial affairs of the youth group should also be done by the government.

On participation of youth group members in youth group activities, it is recommended that the leadership of the youth groups be trained to enable all members to participate in various roles in the youth groups. Greater participation in youth group decision making, project selection, project implementation, monitoring and evaluation should be assigned to various members of the youth group so as to engage them fully in the youth group affairs. Ranadive (2004) shows that people's participation at every level of decision making within the youth group's activities and projects transforms group members into participants, from which ultimately everyone benefits. The role of training youth group leaders and members can be taken up by the government and the NGO sector.

On implementation of project activities and success of projects, this again requires that government and NGOs can be involved in helping the youth groups to ensure a participatory approach to project selection and implementation. These youth groups can also be assisted in coming up with the most beneficial projects that they can afford to carry out. Possibilities of linking these youth groups with other groups in developed nations should be explored so that such linkage can expose the local youth groups to international opportunities and experience which can play a great role in their improvement of the way they carry out their projects.

5.6 Suggestions for further research

Further research is suggested to be done on the following;

Most of the youth groups have not attracted the highly educated youths in the community. Research should be carried out to determine the reasons why this is the case and suggest ways in which these members can best be brought into youth groups that can address their state of unemployment.

One way in which some of the challenges facing youth groups can be alleviated is to improve their linkage with banks for not only financial support but also training on how to run projects. Research should be done on why the bank linkage has not been effected so that this linkage can be enabled and youth groups can benefit.

Research should be carried out to find ways in which local youth groups can be interlinked with groups from developed nations so that local youth groups can gain from such exposure in terms of training and financial support.

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APPENDICES

Appendix I: LETTER OF INTRODUCTION

UNIVERSITY OF NAIROBI

SCHOOL OF CONTINUING

AND DISTANCE EDUCATION

KISII EXTRAMURAL CENTRE

P O BOX 2461 – 40200

KISII

Dear respondent,

My name is Elijah Ongeru and I am a student at the University of Nairobi. I am carrying out a research for partial fulfilment of the requirements for the award of the degree of Masters of Arts in Project Planning and Management of the University of Nairobi. My research is based on the factors influencing sustainability of youth groups in Marani District, Kisii County, Kenya. The information you are going to give is for academic purposes only and your identity and information will not be shared with anyone and will be treated as confidential. All your cooperation is appreciated.

Yours faithfully,

Elijah Ongeru,

University of Nairobi.

Appendix II CHAIRPERSON'S QUESTIONNAIRE

Introduction

This questionnaire is aimed at gathering information to determine factors influencing sustainability of youth groups in Marani District, Kisii County, Kenya. The study is being conducted by a postgraduate student in the Department of Extra-Mural Studies at the University of Nairobi. All information gathered will be treated with high confidentiality. Your co-operation will be greatly appreciated.

Thank you.

Demographic characteristics

1) What is your present age in years? Tick one

18-27 []

28-37 []

38-47 []

48 and above []

2) State your gender

Male []

Female []

3) Indicate the highest educational level you have attained

Certificate []

Diploma []

Degree []

Masters []

Other (specify).....

Section A: Leadership skills

The following statements indicate different issues that concern leadership of youth groups. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key:

Key: SA –Strongly Agree, A –Agree, NC – Not Certain, D – Disagree and SD –Strongly Disagree

Statement	SA	A	NC	D	SD
Youth group members always elect their leaders					
There is a constitution in place which governs youth group affairs					
Youth group members are always involved in the decision making on matters that concern the youth group					
Youth group members hold regular meetings to discuss youth group affairs					
Communication on youth group issues is very good					
To be a youth group leader one must have had prior experience in leadership					
Duties are well delegated in the youth group					
Members share ideas freely on youth					

group affairs					
Youth group members help one another in case a calamity befalls any one of them					
Youth group members are given opportunities to grow through seminars, courses ,etc.					
Academic qualification is key to one being selected as a youth group leader					
Youth group leaders share their power with other members					
Gender roles do not interfere with youth leadership roles					
Men and women have equal chances of leadership					
Gender does not affect the activities a member can perform					
There is no gender discrimination in the affairs of the youth group					
Politicians influence the youth group leadership					
Political affiliation of the members affects the youth group					

Community politics determines the activities of the youth group					
The youth group has attracted enough members					

Section B: Management of youth group funds

The following statements indicate different issues that concern management of youth group funds. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key: Key: SA – Strongly Agree - A – Agree D – Disagree SD – Strongly Disagree, NC – Not Certain

Statement	SA	A	NC	D	SD
Financial statements like budgets, cash books, profit and loss accounts, etc are always available in the youth group					
Youth group members can freely access the financial records of the youth group					
Youth group members can understand the financial records of the youth group					
Auditing of the youth group financial records is regularly done					
The financial returns I make from youth group activities are satisfactory					
I believe the financial dealings in the youth group are free of corruption					

There is fairness in sharing the dividends of the youth group activities					
Salaries and allowances are fairly paid in the youth group					
Youth group funds are well utilised					
Youth group members are well involved in the budgetary process					

Section C: Participation of group members

The following statements indicate the participation of youth group members in youth group activities. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key: Key: SA –Strongly Agree - A –Agree D – Disagree SD –Strongly Disagree

NC – Not Certain

Statement	SA	A	NC	D	SD
Youth group members participate actively in meetings to plan and implement project activities					
Youth group members participate in the selection of projects					
Youth group members play various roles e.g. supervision of project activities					
Youth group members are involved in					

monitoring and evaluation of project activities					
Religious differences do not affect the participation of youth group members in project activities					
Youth group members always have time to play their part in project activities					
Youth group members carry out their activities with passion and determination to succeed					
Activities are always completed as scheduled					

Section D: Implementation of project activities

The following statements indicate different issues that concern leadership of youth groups. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key:

Key: SA –Strongly Agree - A –Agree D – Disagree SD –Strongly Disagree

NC – Not Certain

Statement	SA	A	NC	D	SD
Project activities are always implemented on time					
Project activities are always completed					

on time					
Project activities are always implemented according to plan					
Project implementation always succeeds to the satisfaction of group members					
Every youth group member plays their part as expected.					
The budgetary allocation for implementation always completes the project as required					
No major frustrations are experienced by members in project implementation					

Appendix III: QUESTIONNAIRE FOR YOUTH GROUP SECRETARIES

Introduction

This questionnaire is aimed at gathering information to determine factors influencing sustainability of youth groups in Marani District, Kisii County, Kenya. The study is being conducted by a postgraduate student in the Department of Extra-Mural Studies at the University of Nairobi. All information gathered will be treated with high confidentiality. Your co-operation will be greatly appreciated.

Thank you.

Demographic characteristics

1) What is your present age in years? Tick one

18-27 []

28-37 []

38-47 []

48and above []

2) State your gender

Male []

Female []

3) Indicate the highest educational level you have attained.

Diploma []

Degree []

Masters []

Other (specify).....

Section A: Leadership skills

The following statements indicate different issues that concern leadership of youth groups. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key: Key: SA –Strongly Agree - A –Agree D – Disagree SD –Strongly Disagree

NC – Not Certain

Statement	SA	A	NC	D	SD
Youth group members always elect their leaders					
There is a constitution in place which governs youth group affairs					
Youth group members are always involved in the decision making on matters that concern the youth group					
Youth group members hold regular meetings to discuss youth group affairs					
Communication on youth group issues is very good.					
To be a youth group leader one must have had prior experience in leadership					
Duties are well delegated in the youth group					
Members share ideas freely on youth group affairs					

Youth group members help one another in case a calamity befalls any one of them					
Youth group members are given opportunities to grow through seminars, courses ,etc.					
Academic qualification is key to one being selected as a youth group leader					
Youth group leaders share their power with other members					
Gender roles do not interfere with youth leadership roles					
Men and women have equal chances of leadership					
Gender does not affect the activities a member can perform					
There is no gender discrimination in the affairs of the youth group					
Politicians influence the youth group leadership					
Political affiliation of the members affects the youth group					

Community politics determines the activities of the youth group					
The youth group has attracted enough members					

Section B: Management of youth group funds

The following statements indicate different issues that concern management of youth group funds. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key: Key: SA –Strongly Agree - A –Agree D – Disagree SD – Strongly Disagree

NC – Not Certain

Statement	SA	A	NC	D	SD
Financial statements like budgets, cash books, profit and loss accounts, etc are always available in the youth group					
Youth group members can freely access the financial records of the youth group					
Youth group members can understand the financial records of the youth group					
Auditing of the youth group financial records is regularly done					
The financial returns I make from youth group activities are satisfactory					
I believe the financial dealings in the					

youth group are free of corruption					
There is fairness in sharing the dividends of the youth group activities					
Salaries and allowances are fairly paid in the youth group					
Youth group funds are well utilised					
Youth group members are well involved in the budgetary process					

Section C: Participation of group members

The following statements indicate the participation of youth group members in youth group activities. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key: Key: SA –Strongly Agree - A –Agree D – Disagree SD –Strongly Disagree

NC – Not Certain

Statement	SA	A	NC	D	SD
Youth group members participate actively in meetings to plan and implement project activities					
Youth group members participate in the selection of projects					
Youth group members play various roles e.g. supervision of project activities					

Youth group members are involved in monitoring and evaluation of project activities					
Religious differences do not affect the participation of youth group members in project activities					
Youth group members always have time to play their part in project activities					
Youth group members carry out their activities with passion and determination to succeed					
Activities are always completed as scheduled					

Section D: Implementation of project activities

The following statements indicate different issues that concern leadership of youth groups. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key: Key: SA –Strongly Agree - A –Agree D – Disagree SD –Strongly Disagree

NC – Not Certain

Statement	SA	A	NC	D	SD
Project activities are always implemented on time					
Project activities are always completed					

on time					
Project activities are always implemented according to plan					
Project implementation always succeeds to the satisfaction of group members					
Every youth group member plays their part as expected.					
The budgetary allocation for implementation always completes the project as required					
No major frustrations are experienced by members in project implementation					

Appendix IV: QUESTIONNAIRE FOR THE YOUTH GROUP TREASURERS

Introduction

This questionnaire is aimed at gathering information to determine factors influencing sustainability of youth groups in Marani District, Kisii County, Kenya. The study is being conducted by a postgraduate student in the Department of Extra-Mural Studies at the University of Nairobi. All information gathered will be treated with high confidentiality. Your co-operation will be greatly appreciated.

Thank you.

Section A-Demographic characteristics

1) What is your present age in years? Tick one

18-27 []

28-37 []

38-47 []

48 and above []

2) State your gender

Male []

Female []

3) Highest educational level attained

Diploma []

Degree []

Masters []

Other (specify).....

Section A: Leadership skills

The following statements indicate different issues that concern leadership of youth groups. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key: Key: SA –Strongly Agree - A –Agree D – Disagree SD –Strongly Disagree

NC – Not Certain

Statement	SA	A	NC	D	SD
Youth group members always elect their leaders					
There is a constitution in place which governs youth group affairs					
Youth group members are always involved in the decision making on matters that concern the youth group					
Youth group members hold regular meetings to discuss youth group affairs					
Communication on youth group issues is very good.					
To be a youth group leader one must have had prior experience in leadership					
Duties are well delegated in the youth group					
Members share ideas freely on youth group affairs					

Youth group members help one another in case a calamity befalls any one of them					
Youth group members are given opportunities to grow through seminars, courses ,etc.					
Academic qualification is key to one being selected as a youth group leader					
Youth group leaders share their power with other members					
Gender roles do not interfere with youth leadership roles					
Men and women have equal chances of leadership					
Gender does not affect the activities a member can perform					
There is no gender discrimination in the affairs of the youth group					
Politicians influence the youth group leadership					
Political affiliation of the members affects the youth group					

Community politics determines the activities of the youth group					
The youth group has attracted enough members					

Section B: Management of youth group funds

The following statements indicate different issues that concern management of youth group funds. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key: Key: SA –Strongly Agree - A –Agree D – Disagree SD – Strongly Disagree

NC – Not Certain

Statement	SA	A	NC	D	SD
Financial statements like budgets, cash books, profit and loss accounts, etc are always available in the youth group					
Youth group members can freely access the financial records of the youth group					
Youth group members can understand the financial records of the youth group					
Auditing of the youth group financial records is regularly done					
The financial returns I make from youth group activities are satisfactory					
I believe the financial dealings in the					

youth group are free of corruption					
There is fairness in sharing the dividends of the youth group activities					
Salaries and allowances are fairly paid in the youth group					
Youth group funds are well utilised					
Youth group members are well involved in the budgetary process					

Section C: Participation of group members

The following statements indicate the participation of youth group members in youth group activities. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key: Key: SA –Strongly Agree - A –Agree D – Disagree SD –Strongly Disagree

NC – Not Certain

Statement	SA	A	NC	D	SD
Youth group members participate actively in meetings to plan and implement project activities					
Youth group members participate in the selection of projects					
Youth group members play various roles e.g. supervision of project activities					

Youth group members are involved in monitoring and evaluation of project activities					
Religious differences do not affect the participation of youth group members in project activities					
Youth group members always have time to play their part in project activities					
Youth group members carry out their activities with passion and determination to succeed					
Activities are always completed as scheduled					

Section D: Implementation of project activities

The following statements indicate different issues that concern leadership of youth groups. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key: Key: SA –Strongly Agree - A –Agree D – Disagree SD –Strongly Disagree

NC – Not Certain

Statement	SA	A	NC	D	SD
Project activities are always implemented on time					
Project activities are always completed					

on time					
Project activities are always implemented according to plan					
Project implementation always succeeds to the satisfaction of group members					
Every youth group member plays their part as expected.					
The budgetary allocation for implementation always completes the project as required					
No major frustrations are experienced by members in project implementation					

Appendix V: QUESTIONNAIRE FOR A NON-OFFICE BEARER MEMBER

Introduction

This questionnaire is aimed at gathering information to determine factors influencing sustainability of youth groups in Marani District, Kisii County, Kenya. The study is being conducted by a postgraduate student in the Department of Extra-Mural Studies at the University of Nairobi. All information gathered will be treated with high confidentiality. Your co-operation will be greatly appreciated.

Thank you.

Section A-Demographic characteristics

1) What is your present age in years? Tick one

18-27 []

28-37 []

38-47 []

48 and above []

2) State your gender

Male []

Female []

3) Highest educational level attained

Diploma []

Degree []

Masters []

Other (specify).....

Section A: Leadership skills

The following statements indicate different issues that concern leadership of youth groups. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key: Key: SA –Strongly Agree - A –Agree D – Disagree SD –Strongly Disagree

NC – Not Certain

Statement	SA	A	NC	D	SD
Youth group members always elect their leaders					
There is a constitution in place which governs youth group affairs					
Youth group members are always involved in the decision making on matters that concern the youth group					
Youth group members hold regular meetings to discuss youth group affairs					
Communication on youth group issues is very good.					
To be a youth group leader one must have had prior experience in leadership					
Duties are well delegated in the youth group					
Members share ideas freely on youth group affairs					

Youth group members help one another in case a calamity befalls any one of them					
Youth group members are given opportunities to grow through seminars, courses ,etc.					
Academic qualification is key to one being selected as a youth group leader					
Youth group leaders share their power with other members					
Gender roles do not interfere with youth leadership roles					
Men and women have equal chances of leadership					
Gender does not affect the activities a member can perform					
There is no gender discrimination in the affairs of the youth group					
Politicians influence the youth group leadership					
Political affiliation of the members affects the youth group					

Community politics determines the activities of the youth group					
The youth group has attracted enough members					

Section B: Management of youth group funds

The following statements indicate different issues that concern management of youth group funds. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key: Key: SA –Strongly Agree - A –Agree D – Disagree SD – Strongly Disagree

NC – Not Certain

Statement	SA	A	NC	D	SD
Financial statements like budgets, cash books, profit and loss accounts, etc are always available in the youth group					
Youth group members can freely access the financial records of the youth group					
Youth group members can understand the financial records of the youth group					
Auditing of the youth group financial records is regularly done					
The financial returns I make from youth group activities are satisfactory					
I believe the financial dealings in the					

youth group are free of corruption					
There is fairness in sharing the dividends of the youth group activities					
Salaries and allowances are fairly paid in the youth group					
Youth group funds are well utilised					
Youth group members are well involved in the budgetary process					

Section C: Participation of group members

The following statements indicate the participation of youth group members in youth group activities. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key: Key: SA –Strongly Agree - A –Agree D – Disagree SD –Strongly Disagree

NC – Not Certain

Statement	SA	A	NC	D	SD
Youth group members participate actively in meetings to plan and implement project activities					
Youth group members participate in the selection of projects					
Youth group members play various roles e.g. supervision of project activities					

Youth group members are involved in monitoring and evaluation of project activities					
Religious differences do not affect the participation of youth group members in project activities					
Youth group members always have time to play their part in project activities					
Youth group members carry out their activities with passion and determination to succeed					
Activities are always completed as scheduled					

Section D: Implementation of project activities

The following statements indicate different issues that concern leadership of youth groups. By ticking in the appropriate boxes indicate to what extent you agree or disagree with the statement using the following key: Key: SA –Strongly Agree - A –Agree D – Disagree SD –Strongly Disagree

NC – Not Certain

Statement	SA	A	NC	D	SD
Project activities are always implemented on time					
Project activities are always completed					

on time					
Project activities are always implemented according to plan					
Project implementation always succeeds to the satisfaction of group members					
Every youth group member plays their part as expected.					
The budgetary allocation for implementation always completes the project as required					
No major frustrations are experienced by members in project implementation					

Appendix VI: RESEARCH PERMIT

PAGE 2

PAGE 3

THIS IS TO CERTIFY THAT:

Prof./Dr./Mr./Mrs./Miss/Institution
Elijah Mangaa Onger
Of (Address) University of Nairobi
P.O. BOX 2461
KISII

Has been permitted to conduct research in

Marani	Location
Nyanza	District
	Province


On the topic: Factors influencing the sustainability
of youth groups in Marani District, Kisii County
Kenya.

For a period ending: 30th November 2012

Research Permit No. NCST/RCD/14/012/1410
Date of issue 3rd October 2012
Fee received KSH.1000



Applicant's
Signature


Secretary
National Council for
Science and Technology

UNIVERSITY OF NAIROBI
OKUYU LIBRARY

REPUBLIC OF KENYA



NATIONAL COUNCIL FOR SCIENCE AND TECHNOLOGY

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Fax: 254-020-318245, 318249
When replying please quote
secretary@ncst.go.ke

P.O. Box 30623-00100
NAIROBI-KENYA
Website: www.ncst.go.ke

Our Ref: NCST/RCD/14/012/1410

Dated: October, 2012

Elijah Mangaa Ongeru
University of Nairobi
Kisii Campus
P.O BOX 2461
KISII

RE: RESEARCH AUTHORIZATION

Following your application for authority to carry out research on *"Factors influencing the sustainability of youth groups in Marani District, Kisii County, Kenya"* I am pleased to inform you that you have been authorized to undertake research in Nyanza Province for a period ending *30th November, 2012*.

You are advised to report to the District Commissioner, the District Education Officer and the District Youth Officer, Marani District before embarking on the research project.

On completion of the research, you are expected to submit two hard copies and one soft copy in pdf of the research report thesis to our office.

DR.M.K.K.RUGUTT, PhD, HSC
DEPUTY COUNCIL SECRETARY

Copy to:
The District Commissioner
The District Education Officer
The District Youth Officer

Allowed
10/10/2012

Allowed
8/10/2012
Elijah Mangaa Ongeru
DISTRICT COMMISSIONER
MARANI-DISTRICT

Allowed
10/10/2012

YOUTH OFFICER MARANI DISTRICT
P. O. BOX 3988 - 40200, KISII

DATE.....