

UNIVERSITY OF NAIROBI
INSTITUTE OF DIPLOMACY AND INTERNATIONAL STUDIES

**YOUTH UNEMPLOYMENT AND ITS IMPLICATIONS ON
DEVELOPMENT IN AFRICA: THE CASE OF KENYA**

BY
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INTERNATIONAL STUDIES**

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DECLARATION

I Coretta Munyao hereby declare that this research project is my original work and has not been presented for a degree award in this university or any other institution of higher learning.

Signature.....

Date.....

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

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DEDICATION

I dedicate this research project to God. Without Him I wouldn't have completed my Masters course.

I also dedicate it to my parents, Mr. and Mrs. Munyao Mutunga. Their endless love and encouragement helped me overcome the challenges I encountered during the study.

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ABBREVIATIONS

AfDB	African Development Bank
GDP	Gross Domestic Product
GoK	Government of Kenya
HDI	Human Development Index
ILO	International Labour Organization
KKV	Kazi Kwa Vijana
NACOSTI	National Commission for Science, Technology and Innovation
NASA	National Super Alliance
NEET	Not in Employment, Education or Training
NGOs	Non-Governmental Organizations
NYS	National Youth Service
SPSS	Scientific Package for Social Sciences
TVET	Technical Vocational Education and Training
UNDP	United Nations Development Program
UNESCO	United Nations Educational, Scientific and Cultural Organization

ABSTRACT

Youth unemployment is on the rise in Africa and it comes with huge economic challenges that lead to slow economic growth of the states. Youth unemployment in Africa and specifically Kenya, affects their development as well as their input to the development of the states. Kenyan government has put initiatives in place such as the *Uwezo fund*, development of TVET and enhancement of industrialization. However, these initiatives are affected by factors such as institutional polarization and lack of political will to enhance their actualization. There are different types of unemployment, ranging from cyclical, frictional, systemic, political and structural which illustrates causes of unemployment. Unemployment occurs when any of the factors of production are not employed or fully utilized, in creation of goods and services. Despite all the efforts employed by the government, to eradicate the vice, unemployment and especially among the youth continue to persist and this has serious repercussions on self-esteem, poverty eradication efforts, social stability and equity. This study investigated the nature of unemployment among the youth in Africa, examining the effectiveness of the measures put in place to combat youth unemployment in Kenya and evaluating the challenges faced in addressing youth unemployment in Kenya. The study adopted the classical theory in examining youth unemployment and its implications to development in Africa. Mixed method that combines both quantitative and qualitative research design was used to gather, analyse and present information. Data was collected using questionnaires and interviews from a sample of 384 respondents, using purposive sampling techniques from selected officials from NGOs working with the youths in Nairobi, community leaders, youths, academicians and religious leaders. The quantitative data collected was analysed using the Scientific Package for Social Sciences and Microsoft Office Excel and Content analysis for the qualitative data. It is evident that, development has stagnated because of increasing unemployment rates in the country which affects economic growth. Further, unemployment in Africa is a huge jeopardy to development and it leads to social problems such as crime. Most of the youth with the capacity to work have not been adequately given the opportunity to get productive. However, the high youthful population if adequately empowered can enhance economic growth. From the findings, the measures put in place by GoK to combat youth unemployment are good, but lack the aspect of having proper policies and follow up procedures, to make the work effectively as envisaged. Various recommendations can be made on study findings. There is need to carry out reforms on the education systems for economic growth of the country. Trainings should also be conducted based on the immediate need of the society. There is need for harmonization of policies, so that government initiatives can have a unified theme in addressing youth unemployment.

CHAPTER ONE

INTRODUCTION AND BACKGROUND TO THE STUDY

1.0 Introduction

Unemployment remains at a high level and continues to dominate news headlines in both international and national development talks. A lot of discussions revolve around the topic and specifically among the youth who are literate and with career prospects. This research seeks to examine the dynamics of youth unemployment and its implications on development in Africa, utilizing a case of Kenya. This chapter covers background information relating to youth unemployment, definition of youth, development and empirically established aspects on implications of youth unemployment to development from global, continental, regional and local perspectives. It also covers the problem statement which informed the decision to carry out the research, literature review, theoretical framework, research objectives, research questions, research methodology and justification of this research to various players

1.1 Background to the Study

Above 3.4 billion people, which is almost half of the total global population are below 25 years. United Nations describes a youth as, any individual aged between 15 to 24 years, without biasness to other definitions by member states. Approximately 1.2 billion people in world today are youth.¹ This accounts for 16 per cent total global population. Of the 1.2 billion youth, 621 million are not in education or employment majority being women, while 75 million are trained but lack jobs. It is also estimated that 23 per cent

¹World Youth Report. (2018). *United Nations*. New York: United Nations Publication. P.12

of the employed youth, earn 1.25 US dollars a day.² Youth unemployment is the state whereby qualified, willing and able young people (15-24 years old) lack jobs, but are actively seeking to be employed. This means that, everyone without a job is not necessarily unemployed, since employment comes in different forms and people should take even the informal sector, as an avenue for employment.³

Unemployment rate expressed as a percentage is; total number of unemployed people divided by the entire labour force in a state or region. The youth in the world are approximately three times more likely to be jobless than the older people. This has been illustrated by the fact that, the youthful population is increasing in the developing countries but economic growth is slow.⁴ For the youth, employment is important for social inclusion. The number of unemployed youth is dramatically increasing and becoming a fast-growing problem. This threatens the economic development of a country and therefore, the government should take this seriously. It is a global issue which must be addressed since its impacts can spill over. Failure by governments to train and educate young people and offer them well-paid jobs, risks increasing the unemployment rate and disappointing the aspirations of the young people. There are different types of unemployment, ranging from cyclical, frictional, systemic, political and structural which illustrates causes of unemployment. Unemployment occurs when any of the factors of production are not employed or fully utilized, in creation of goods and services. Labour is one of the factors of production.

²Tanveer, C., Misbah, E., & Marcello, S. (2012). Youth unemployment rate and impact of financial crises. *International journal of manpower*,33(1), 76-95

³Op cit

⁴ Sylvania, C., & Aisha, M. (2017). Career Builders: Key Components for Effective Global Youth Career and Workforce Development. *Occasional Paper. RTI Press Publication OP-0045-1709*. North Carolina: RTI International

In Kenya, once an individual is 18 years, they apply for a national identity card which symbolises that they are no longer a minor. Kenyan constitution defines a youth as an individual in the republic aged between 18 to 34 years.⁵ The country's youth population based on United Nation's definition of a youth stands at 9.5 million, which is above 20 per cent of all Kenyans.⁶ The scenario is similar in the country where unemployment and among the young people has risen overtime.⁷ At independence Kenya identified unemployment and poverty as the main challenges facing the East African countries. The same challenges are being faced 50 years later, despite many policy efforts to fight them. An example being the Youth Enterprise Development Fund, launched in the year 2006 to provide credit and equip the youths, between 18 and 35 years with necessary skills to engage in activities that are economically viable.

Kenya's Vision 2030 envisages changing the state to become newly industrializing middle-income one by providing high quality life to all its citizens by the year 2030.⁸ The Labour and employment plan was formulated to focus on employment promotion and optimal utilization of human resources and social protection. All these are efforts by the Government of Kenya to fight unemployment. Despite all these efforts however, unemployment and especially among the youth continues to persist.

The greatest concern of youth unemployment in Nairobi has been on the increase as many youth usually relocate to the city, to search for better jobs. Because of the

⁵The Constitution of Kenya. (2010). *Article 260*.available at <http://kenyalaw.org:8181/exist/kenyalex/actview.xql?actid=Const2010>

⁶Ibid

⁷ Jacob, O. (2010). *The dynamics and trends of employment in Kenya*. Nairobi: Institute of Economic Affairs - Kenya

⁸ GoK. (2008). *Kenya Vision 2030*. Available at <https://vision2030.go.ke/>

competition that exists amongst the youth, employment has been affected by ‘who is presenting your case notion’ thereby rendering many youth who lacks proper network to get jobs. The growing concern of youth unemployment in Nairobi, is evidence by the over 5000 graduates who have been looking for jobs between 2013 and 2015. Most of them stayed with without getting employed for a period of two to three years.⁹ Both private and public sectors of this economy are faced with pressure to absorb these youth in the labour market.

Unemployment among the youth has serious repercussions on self-esteem, poverty eradication efforts, social stability and equity. The Government of Kenya has no definite policy regarding youth unemployment. The culture, youth and sports ministry deals directly with issues challenging the youth, while the public service, labour ministry and human resource development deals with issues concerning vocational trainings.¹⁰ This research therefore focuses on youth unemployment and its implications to development in Africa in broader context, using a case of Kenya.

1.2 Statement of the Problem

Achieving full employment is considered to be one of the essential components of realizing the economic objectives of a nation. Employment rate is considered a key measure of a country’s economic performance. In Kenya, almost all political manifestos promise to eradicate unemployment and particularly youth unemployment. However, the country faces significant unemployment levels with young people being the most

⁹ Republic of Kenya. (2007). *Vision 2030 Strategy for National Transformation: Accelerating Equitable Economic Social Development for a Prosperous Kenya*, Ministry of State for Planning, National Development and Vision 2030. Nairobi, Kenya

¹⁰Ibid

affected. This continues to persist despite several attempts by stakeholders to address the unemployment among the youth.

Unemployment has brought poor health, increased dependency, lack of adequate income, rural-urban migration, social isolation, loss of self-confidence and esteem, depression and increased divorce cases, all which affect development. Some of the measures adopted have not addressed the implications that unemployment among the youth causes on development. Studies conducted in Kenya intended to enlighten the policy makers on the impact of youth unemployment and the general causes and factors contributing to this problem. This study addresses youth unemployment and its implications on development, so as to inform the policy makers and the government, on what needs to be done, based on the social and economic impacts unemployment has inflicted on the young people.

1.3 Research Questions

The study seeks to answer the following questions:

- i. What is the nature of unemployment among the youth in Africa?
- ii. How effective are the measures put in place by the government to combat youth unemployment in Kenya?
- iii. What are the challenges in addressing youth unemployment Kenya?

1.4 Objectives of the Study

The general objective of this study is to establish the effects of youth unemployment and its implications on development in Africa.

The specific objectives of the study are:

- i. To investigate the nature of unemployment among the youth in Africa
- ii. To examine the effectiveness of the measures put in place to combat youth unemployment in Kenya
- iii. To evaluate the challenges faced in addressing youth unemployment in Kenya

1.5 Literature Review

This section covers theoretical and empirical literature review. The objective here is to bring out what previous researchers have done and explore their perceptions in relation to youth unemployment implications to development. The theoretical literature also examines the key debates in as far as youth unemployment and development is concerned.

1.5.1 Theoretical Literature

A neo-classical theory of Keynesian unemployment considers that, unemployment is due to the imperfections in the labour market or failure to reduce the salary. Keynes was of the view that, unemployment could be dealt with in the short run. The theory analyses unemployment issue in the short term and assumes that, all variables remain constant or change slightly. Neo classical theory of Keynesian advocates for intervention by the government in order to reform the capitalist system. Increased government expenditure leads to economic growth, which ultimately leads to rising levels of employment. High government expenditure translates to lower unemployment levels. Output and income increases with an increase in employment. According to Keynes unemployment level is not determined by the prices of labour, but by the level

of total demand. Government intervention is therefore necessary for tackling unemployment.¹¹

On this phenomenon of unemployment, Marxist theory argues that, both causes and solutions to addressing unemployment requires elimination of capitalism and adoption of communism, or what is popularly referred to as a socialist economic system. Karl Marx views unemployment to be a permanent problem, within a capitalist system where full employment cannot be achieved.¹² In a communist economic system, government owns and controls all means of production and hiring of workers is high. This theory argues that, in the long run communism system is the only way resources can be fairly distributed by humankind.¹³ The unemployment problem that people face is due to the way the society is organized, where only a few in the community own and control a country wealth. This cannot guarantee employment for all.

1.5.2 Empirical Literature Review

Although there are specific causes of unemployment among the youth in each state or region, most of them are similar across the globe. In the United States the need for more college graduates is a major problem. Less-educated youths in America are 4.6 times more likely to be lacking a job compared to their counterparts who are more educated.¹⁴ In 2007, youth unemployment in the United States was at 13 percent; however, in the wake of the recession, that rate went up to 18 percent and 21 percent in 2008 and 2010

¹¹Gordon, F. (1974). A neo- classical theory of Keynesian unemployment." *Economic inquiry*, 12(4), 431-459

¹²Mandel, E. (2002). *An introduction to Marxist economic theory*. Broadway: Resistance Books

¹³ Papava, V. (1995). Marxist points of view on the Soviet Communist economic system and the manifestation of egalitarianism in post-Communist economic reform. *International Journal of Social Economics*, 22(6), 29-37

¹⁴Hanna, A. (2014). *The Global Youth Unemployment Crisis*. Durham: Duke University,

respectively. Short term contracts, internships and seasonal jobs are some of the forms of employment most youth are getting. However, in case of redundancy or downsizing by the employers, they are the first to be laid off leaving them disadvantaged, because in the first they might not have acquired the relevant and sufficient experience, to help them in the next search. The youth remain unemployed for over a year, while searching for a job, expanding the length of time they remain unemployed.¹⁵

In the United Kingdom, youths aged between 18-25 are unemployed. This includes university graduates with academic degrees, but some reasons they can't get a job. It's estimated that, in 2010 925,000 youth were unemployed and the figure rose to 1.02 Million young people (under 25 years) in 2011,¹⁶ but fell to 767,000 in 2014.¹⁷ In the European Union, youth unemployment rates vary, with Germany having the least unemployed rates, which stands at about 8 percent. In Spain the rate of youth unemployment is alarming in the recent years. The number increased largely between 2007 and 2008 during the Financial Crisis. In 2014, youth (15-24) unemployment was at 57.9 percent.¹⁸ Such high rates are caused by failure to implement policies on employment, which are effective and labour market segmentation. Greece on the other hand, is a state experiencing one of the highest unemployment levels in the globe. Graduate unemployment is a severe problem which is faced in the country.

¹⁵Morsey, H. (2012). Scarred Generation. *Finance and Development*, 49(1), 49

¹⁶Allen, K. (2011, Nov). Youth unemployment hits 1 million. *The Guardian* 16

¹⁷House of Commons Library. (2013). *Youth Unemployment Statistics*. Westminster, London: Commons Library Standard Note

¹⁸ Natanya, M. (2017). South Africa's youth unemployment dilemma: Whose Baby is it anyway?" *Journal of Economics and Behavioral Studies*, 9(1), 56-68.

In 1998 educated young people lacked jobs owing to low demand for the educated personnel then.¹⁹ In 2009, youth unemployment level in Greece was at 24.2 percent²⁰ and this rose to 40.1 percent in 2011 and 55 percent in 2012 respectively.²¹ Trade unions should attract workers who are young and promote their increase in wages. Italy has lower unemployment rate than Spain and Greece. This does not mean that the country is better, because it has also experienced a rise in youth unemployment levels particularly between 2008 and 2014. India a country located in the Southern part of Asia and second most populous in the world, recorded an employment of about 10 percent in 2005.²² The youth often prefer to remain in school to pass time, as they get additional academic certificates, because chances of getting employed are low.

African continent has a rapidly growing population of the youths in the world. There are over 226 million people aged between 15 and 24, constituting to 19 per cent of the entire youth population globally. It is estimated that, they account for over 60 per cent of Africa's entire population. This means that, the topic of youth unemployment is therefore, indispensable in this region. Inadequate academic qualifications and poor infrastructure are some of the causes of unemployment for young and older people living in Africa. In schools and institutions of higher learning, the young people are now getting encouraged to be job creators as opposed to seekers once they graduate. This is through acquiring some entrepreneurial skills. While millions of people in Africa aged 15-24 are released in to the job market annually, the employment

¹⁹ George, L., Aimilia P., & Yannis, C. (2003). Exploring mismatches between higher education and the Labour market in Greece. *European Journal of Education*, 38(4), 413-426

²⁰Kaplanoglou, G., & Vassilis, R. (2013). Fiscal deficits and the role of fiscal governance: The case of Greece. *Economic Analysis and Policy*, 43(1), 5-27

²¹Ifanti, A., Andreas, A., Foteini, H., Kalofonou, G., & Haralabos, P. (2013). Financial crisis and austerity measures in Greece, their impact on health promotion policies and public health care. *Health policy*, 113(1), 8-12

²²UN data (2013). Youth Unemployment Rate, aged 15 -24. Available at <http://data.un.org/Data.aspx?q=unemployment+rate&d=MDG&f=seriesRowID%3A596>

opportunities to support this number are very limited. Additionally, 133 million youths, which is over 50 per cent of the entire youth population, lack basic education.²³ They lack or have little basic skills and are therefore, not included in productive economics, political and social life. The few with little formal education have skills, which in most cases, are considered unsuitable to the labour market demand.

In 2016, youth unemployment in North Africa was at 30.6 per cent ²⁴ and 12.9% in Sub-Saharan Africa.²⁵ South Africa was ranked fourth in youth unemployment levels globally at 52.6 per cent, with Libya ranking seventh at 48.9% as of 2014.²⁶ South African youth are still vulnerable in the labour market. The youth have become discouraged and are not boosting on their skills by acquiring some education or training. NEET rate in South Africa gives additional labour market indicator for the youth aged between 15-24. This rate is further expressed, according to gender or race (black or white). For instance, in the first quarter of 2018, out of 10.3 million youths, the NEET rate was at 32.4 per cent.

In addition, Nigeria the largest economy in Africa by GDP is also experiencing this global phenomenon of youth unemployment. The West African Country, with the highest population in Africa, has growing youth population which in turn increases the youth unemployment, if effective labour market policies are not formulated and

²³International Labour Organization. (2010). *Report on youth unemployment*: Los Angeles: American Bar Publishers

²⁴ ILO. (2016). *World Employment and Social Outlook for Youth 2016*. Available at <https://www.ilo.org/global/research/global-reports/weso/2016/lang--ja/index.htm>

²⁵ ILO. (2017). *Unemployment, youth total (%of total labour force ages 15-24)*. Washington, D.C World Bank

²⁶ Ibid

adopted to address the problem. At least two thirds of the unemployed population are aged between 15 and 24 years.

1.5.2.1 Nature of Unemployment among the Youth

Many economists term the Global Financial Crisis as the worst financial crisis of 1930s Great Depression.²⁷ Global Financial Crisis caused levels of unemployment to rise and has since not returned to the level it was before the crisis. Youth unemployment rates increased drastically caused by a drop in the aggregate demand and falling of wages.²⁸ France and Germany experience high youth unemployment rates, however their labour markets response to financial crisis was different with the latter being quite resilient. Tackling unemployment among the youth has proved to be a major problem in Europe, because of its negative impacts both in the long and short run.²⁹

Employment of youth largely determines their development, as this is considered a key element in transitioning from a dependent to independent young person. A delay or unsuccessful employment search once a young person has completed their education has social and psychological costs. The rising rampancy of unemployment and joblessness could be the single most contributors to the persistence of social exclusion in a large scale.³⁰ Youth unemployment is a growing development challenge and therefore, supporting a smooth and quicker transition of the young men and women into employment, calls for a holistic and extensive approach. Job opportunities for the youth

²⁷Clavin, P. (2000). The Great Depression in Europe, 1929-1939. *The European Journal of the History of Economic Thought*, 21(3), 21-22

²⁸ Raja, P., Junankar, N. (2015). *Economics of the Labour market*. London: Palgrave Macmillan UK

²⁹Cahuc, P., Carcillo, S., & Rinne, U. (2013). *Youth Unemployment in old Europe: The Polar Cases of France and Germany*. Bonn; The Institute for the Study of Labor

³⁰ Mlatsheni, C., & Leibbrandt, M. (2011). Youth Unemployment in South Africa: Challenges, Concepts and Opportunities. *Journal of international relations and development*, 14(2), 118-126

are important to support their welfare as well as that of their families and generate income. Sustainable livelihoods for the youth will be achieved, if there is successful and smooth transition to employment. This allows them to gain skills, social networks, confidence and most importantly, have a source of income. The rising number of unemployed youth in Africa is considered a social stability threat. Persistent poverty is caused by barriers and lack of good economic opportunities. These barriers are lack of formal jobs, low education levels or work relevant skills and lack of access to financial services and assets.³¹ Prolonged periods of unemployment can cause serious and permanent negative impacts on the future productivity.³²

In Kenya, a research established that, ensuring majority of the young people attended tertiary school and relevant vocational training offered to them, would be the best action in ensuring most get employed. Promoting economic growth and sustainability would not be adequate to tackle the challenges faced by the youth and therefore, some attempt to boost their education level and specialize in vocational courses. Generally, labour market conditions have great influence on the youth employment status in the labour market.³³

Unemployment among the youth and particularly in the developing world is a major concern for economic growth and development. Youth employment level is influenced by the performance of the economy which measured by Gross Domestic Product. It's

³¹ Karen, M. (2015). Fostering economic opportunities for youth in Africa: a comprehensive approach. *Enterprise Development and Microfinance*, 26(2), 195-209.

³² Guarcello, L., Marco, M., Furio, R., Scott, L., & Cristina, V. (2005). *School-to-work transitions in sub-Saharan Africa: An overview*. Washington, D.C: ILO-UNICEF-World Bank

³³Escudero, V., & Elva, M. (2014). *Understanding the drivers of the youth labour market in Kenya*. In *Disadvantaged Workers*. Berlin, Germany: Springer. pp. 203-228.

important for the young people to gain skills and knowledge through training and formal education to get a decent job. Governments of some African countries have implemented schemes and policies, with the aim of providing employment opportunities.³⁴

1.5.2.2 Effectiveness of Measures to Combat Youth Unemployment

In some countries for instance the UK, youth unemployment rate has been seen to rise even at times of economic growth. In some other developed countries, the rate is low even with economic decline. The different reasons for youth unemployment in different nations make it difficult to establish the significance of different factors. Some of the reasons for these differences are due to the policy choices by governments both in labour market organisations and the education system, adopted in each country.

This means that, government ought to be careful before borrowing or adopting a policy that is used in other country, in combating youth unemployment. Proper analysis should be done before implementation, to establish whether the policy will be effective in ensuring a quick and smooth transition from school to employment for the different countries. Nevertheless, there are still various lessons which can be learned from other countries to help reduce youth unemployment rates. Active labour market policies in Denmark, dual apprenticeship systems in Germany, non-standard employment in Netherlands and Work for the Dole program in Australia are some of the labour market policies adopted, to tackle youth unemployment in different countries.³⁵

³⁴ Mpendulo, G., & Eric, E. (2018). Exploring Relationships between Education Level and Unemployment. *Journal of Social Sciences*,7(2), pp:86-102

³⁵Lizzie, C., Katy, J., Nye, C., & Jenny, G. (2013). *Youth unemployment in the global context*. London: The Work Foundation Alliance Ltd

In Europe subsidized employment, public work programs, training courses and employment search assistance, are some of the active labour market training programmes, adopted to assist the young people who are searching for employment. Public works programs have negative effects, while employment search assistance results in positive effects and is not cost intensive. However, the question on whether this search leads to better jobs is not adequately addressed. Labour market training programs and subsidized results in mixed effects. The youth should be assisted to learn the preference by giving them information on career opportunities and coaching to improve their career choices.³⁶

A research was carried out in South Africa, to analyse the effectiveness of wage subsidies as a measure to tackle the possible unemployment sources in the country. It established that, wage or employment subsidy program, can significantly lead to an increase in employment rate. Though this can be achieved if only markets are well functioning, suitable employees are available to fill the vacancies and wage elasticity are high. Wage subsidy should not be considered as a permanent solution to unemployment, but a temporary one. It should also not be the primary policy measures for tackling unemployment among the youth in the long run, as this requires policy measures that trigger economic growth, reduce rigidities in the labour market; increase employment absorption capacity and promote employment search effectiveness.³⁷ Further, Entrepreneurship Development Programme in Nigeria is an intervention mechanism to youth unemployment. It informs the youth on the necessity of being entrepreneurs by starting their own businesses. This aims at ensuring that, they are self-

³⁶Caliendo, M., & Ricarda, S. (2016). Youth unemployment and active labor market policies in Europe. *Journal of Labor Policy*,5(11), doi:10.1186/s40173-016-0057-x

³⁷Burns, J., Lawrence, E., & Kalie, P. (2010). *Wage subsidies to combat unemployment and poverty: Assessing South Africa's Options*. Cape Town: Southern Africa Labour and Development Research Unit

empowered and become employers to others. This type of a programme requires the entrepreneur to have a start-up capital.³⁸

Youth Enterprise Development Fund in Kenya is a strategy employed to deal with youth unemployment in the country. Despite having this development strategy, the menace continues to bite the nation. The youth enterprise development funds are not utilized fully, regardless of the demand and their impact is not felt. The few who have accessed the funds start projects that have very low returns. Some of the challenges that inhibit access to these funds are weakness in the design of the program and youth groups which are not well organized.³⁹ Uwezo Fund programme launched by the Government of Kenya in 2013, was to empower the youth, women and people living with disability, to access funds in order to boost businesses in the constituency. Despite it being available, the amount given to every youth group was not adequate to start a sustainable income generating activity and therefore, many youth didn't benefit from the fund.⁴⁰

1.5.2.3 Challenges in Addressing Youth Unemployment

Inflexibility and rigidity of labour markets in Europe may be a cause of rising unemployment levels. However, this is not always the case as this feature may also be useful. Legislation on labour market standards and inflexible employment protection are labour market rigidities, which have serious implications on levels of

³⁸Awogbenle, A., & Chijioke, K. (2010). Youth Unemployment: Entrepreneurship Development Programme as an Intervention Mechanism. *African Journal of Business Management*, 4 (6), 831-835.

³⁹Juma, W. (2014). *Access and utilization of the Youth Enterprise Development Fund in Tongaren Constituency, Bungoma County, Kenya*. PhD diss., Moi University

⁴⁰Calvine, O. (2018). *Patterns of Utilization of Uwezo Fund among the Youth in Kenya: A case of Rongo sub-county, Migori County*. PhD diss., Moi University

unemployment. The argument that job market results to high levels of unemployment is the therefore vague and misleading.⁴¹

There are policy challenges in South Africa for dealing with high unemployment rates, importance of trade unions, education system, labour market regulation and inadequate skills. Suggestions put forward to tackle these challenges were; labour laws relaxation which hinders new entrants in to the market especially the youth, introduction of private tertiary education providers and schools where the students pay low fees. Labour market demand and supply mismatch, insufficient updated information about the labour market and lack of relevant work experience are the challenges faced in addressing youth unemployment in Kenya.⁴²

1.6 Gaps in the Literature

From the above literature review, this study has established that, the impact of unemployment among the youth in Kenya and its implications to development in Africa has not been adequately addressed by other scholars. It is also evident that, the effectiveness of the measures applied by the government of Kenya, to combat youth unemployment has not been adequately addressed by different scholars. This study therefore, focuses on these gap areas, to examine among others the key challenges in addressing youth unemployment in Kenya and help to inform policy and academics.

⁴¹Nickell, S. (1997). Unemployment and Labor Market Rigidities: Europe versus North America. *Journal of Economic perspectives*, 11(3), 55-74

⁴²Bernstein, A. (2014). South Africa's key challenges: Tough Choices and New Directions. *The Annals of the American Academy of Political and Social Science*, 652(1), 20-47.

1.7 Research Hypothesis

H₁: The measures put in place by the government of Kenya to combat youth unemployment in the country are effective.

H₀: Unemployment in Kenya has no implications on development

1.8 Justification of the Study

This study will provide policymakers, government agencies and the private sector with some information on social-economic and political costs of youth unemployment. This will help in solving the current situation of unemployment, by creating jobs and more opportunities in the labor market. They will also use this information to inform policy, as far as youth unemployment is concerned.

The study will contribute to the existing literature on youth unemployment in Africa, particularly in Kenya, by providing useful research information to academicians, who wish to understand in depth, the implication of youth unemployment on development.

This study avails useful information and recommendations to the general public in as far as youth unemployment and development is concerned. The information will help them understand the effects of the vice, in order to take the necessary steps of eliminating or dealing with its pressure. It will also act as advocacy for unemployed youth in Kenya.

1.9 Theoretical Framework

This study adopted the classical theory in examining youth unemployment and its implications to development in Africa with a special focus in Kenya. The theory is

relevant to this study because, it explains why unemployment rate rises in an economy and how this hinders economic development.

Classical economic theory is a school of thought that was dominant in the 18th and 19th centuries. The main contributors to the theory were John Stuart Mill, Thomas Robert Malthus, David Ricardo, Adam Smith and Jean-Baptiste Say. Adam Smith a Scottish economist is considered to be the first philosopher who came up with this theory. He was also known as the “Father of Capitalism.”⁴³

This theory argues that, a change in supply will ultimately be matched by a change in demand, so that the economy at all times is moving forward. Classical theorists did the best early efforts to explain capitalism’s inner workings. Majority of them were for the idea of free trade and competition among workers. In 1776 Adam Smith highlighted some important developments in his release of the ‘Wealth of Nations’ in which “Invisible hand” concept and free trade were his main ideas. The metaphor invisible hand meant forces that are unseen, move the free market economy and served as the theory for the initial stages of international and domestic demand and supply. Classical economists advocated for freedom of the market. They also saw the state as having a role in providing for the general welfare of the community or citizens. Smith strongly advocated for competition and discouraged monopoly.⁴⁴

According to Adam Smith, labour was the actual income source while capital was the organizing forces, boosting productivity of the labour leading to growth. Ricardo,

⁴³Keynes, J. (1937). The General Theory of Employment. *The quarterly journal of economics*, 51(2), 209-223.

⁴⁴Smith, A. (1776). *The Wealth of Nations*. New York: The Modern Library

James Mill and John Stuart Mill organized the theory by Adam Smith. Most classical theorists' interest was on analysing and advocating policies that would promote the wealth of nations.⁴⁵

Classical economists believe that, the economy is self-regulating. The wage rate or the price labour would be flexible, through the process of competition for jobs and that wage rates would be bid down, to the level where everyone who really wanted to work could get a job. Wage rate flexibility enables the labour market to be always in equilibrium. If supply of labour exceeds the firms demand, then wages to workers drop so as to ensure that the labour is fully employed. Classical theorists also believe that any form of unemployment that occurs in the labour market, should be considered voluntary, where the workers are considered unemployed, because they have declined to accept the lower wages offered and if they did, firms would be willing to employ them.⁴⁶

According to classical theory, market forces of supply and demand of labour can stabilize the economy and realize full employment, with no interventions from other sources like the government. On the other side, one would wonder why Kenya a capitalist economy still experiences a high level of unemployment. The answer would be market forces of supply and demand of labour cannot be entirely relied on to eliminate unemployment. Modern Classical economists' view is; unemployment's solution is to do away with the trade unions, so as to lower the wages and eliminate unemployment in the long run. They argue that, these external interventions (taxes,

⁴⁵Ibid

⁴⁶Robinson, J. (1978). Keynes and Ricardo. *Journal of Post Keynesian Economics* 1(1), 12-18

wage laws, unionization) in the labour market discourage hiring of workers. The theory helps in shaping this study in that, it advocates for the removal of obstacles that can jeopardize the free will of people to invest. It is relevant in that, youths can take the opportunity within their disposal and be creative, so as to develop their economies.⁴⁷

1.10 Research Methodology

This section discusses the research methodology that was adopted for the study. This includes; target population, research design, sampling design, sample size, procedure for data collection and data analysis as well as data collection instruments. The procedures and measures that were taken to guarantee validity of the study are also explained in this section.

1.10.1 Research Design

Research design refers to a plan, structure and strategy used in investigation to get answers to the research questions and ensure consistencies.⁴⁸ Mixed method that combines both quantitative and qualitative research design was used to gather, analyse and present information.

1.10.2 Target Population

This is the category of the group that a study targets for the purpose of deriving information. It refers to a group of objects, items or individuals where samples are obtained for study.⁴⁹ It also refers to the totality of all the persons, objects or subjects

⁴⁷ Robert, M. (1995). On Theories of Unemployment. *In Essential Readings in Economics*, 13(2), 264-279.

⁴⁸ Kerlinger, F. (1986). *Foundations of Behavioral Research 3rd Ed.* New York City: Rinehart and Winston ISBN

⁴⁹ Sekaran, U. (2005). *Research Methods for Business with SPSS.* New York: John Wiley and Sons

that have at least one common characteristic.⁵⁰ For the purpose of this study, the target population were the youth, community leaders, academicians, officials from NGOs working with the youth in Nairobi and religious leaders in Kenya, as indicated on table 1.1 below;

Table 1.1: Target Population

Target Group	Sample Size	Sampling Technique
Youth	200	Stratified random
Officials from NGOs working with the youth in Nairobi	50	Purposive
Community leaders	30	Purposive
Religious leaders	30	Purposive
Academicians	74	Simple random
Total	384	

Source: Researcher, 2019

The sample was drawn using the Mugenda and Mugenda formulae as stated below.⁵¹

This formula is relevant for a target population of more than 10,000

$$n = \frac{Z^2 pq}{d^2}$$

Where:

⁵⁰Mugenda, O., & Mugenda, A. (2003). *Research methods: Quantitative and qualitative approaches.* Nairobi: African Centre for Technology Studies.

⁵¹ Ibid.

n= desired sample size

z=the standard normal deviate at the required confidence level

p= proportion in the target population estimated to have characteristics being measured

q= 1-p

d=level of statistical significance set

$$n= \frac{(1.96)^2(.50)(.50)}{(0.5)^2}$$

$$(0.5)^2$$

$$= 384$$

The study worked with a sample of 384 as indicated on the above table

1.10.3 Sampling Design

Sample design is as indicated on the table 1.1. Purposive sampling refers to a technique where the researcher uses his/her personal judgement in selecting a sample that he/she considers best, in answering his research questions in order to fulfil the objectives of the study.⁵² This Sampling design was used to select the respondents from the officials from NGOs working with the youth in Nairobi, community leaders and religious leaders. It was found relevant because, it enabled the researcher to focus on the appropriate and suitable study sample that would enable her to answer research questions.

Stratified random sampling refers to the process of selecting a sample from different strata, with homogenous characteristics such as income levels, age, origin etc. From each stratum random sampling is then used to obtain the research sample.⁵³ This type

⁵² Saunders et al., (2009). *Research Methods for Business Students*. New York; Pearson

⁵³ Sekaran, U., & Bougie, R. (2010). *Research Methods for Business. A skill-building approach 5th Ed.* Haddington: John Wiley & Sons.

of sampling design was used to select the youth with similar demographic characteristics which include; age, level of education and gender. It was found relevant because it gave them an equal chance to be part of the sample.

Simple random sampling refers to the random selection of the study sample either by online number generator or manually.⁵⁴ This sampling technique was used to select the study sample from academicians. It was found relevant because the opinion of any academician in Kenya as far as unemployment and development is concerned, was useful in the study, regardless of the institution or programme they were enrolled in.

Respondents were drawn from Nairobi County. Preference was given to the members who were willing to complete the questionnaires. Gender balance for both male and female was taken into consideration.

1.10.4 Data Collection Procedures and Instruments

Both primary and secondary data were utilized to generate information. The researcher obtained secondary data from official documents, periodicals, policy papers journals, magazines, reports newspapers and other published literature. The objective was to collect efficient and effective information to respond to the state of unemployment in the area of study. This study used questionnaires and interview guide, which were administered to different respondents to obtain primary data.

1.10.5 Data Analysis

The study adopted both quantitative and qualitative methods to analyse data. Qualitative data was analysed using content analysis while quantitative data on the

⁵⁴ Ibid.

other hand was analysed using Scientific Package for Social Sciences (SPSS) and Microsoft Office excel.

1.10.6 Limitations

The researcher had inadequate time, resources and distance challenges in travelling to some regions of Nairobi County and also some aspect of security challenges during the period of the study. However, the researcher managed to circumvent all this and they did not have much impact on the outcome of the study.

1.10.7 Legal and Ethical Consideration

The right to participate in the study was based on the respondent consent and the respondent's identities were protected. Clear procedures for conducting research were followed and the researcher got permission from the university and the National Commission for Science, Technology and Innovation (NACOSTI).

Chapter Outline

Chapter One: Formed the introductory chapter to the study and comprises of a general introduction to the study, background, statement of the research problem, research objective, research questions, theoretical framework within which the study was carried out, research methodology employed and study limitations.

Chapter Two: Examined the nature of unemployment in Africa

Chapter Three: Analysed the effectiveness of the measures to combat youth unemployment in Kenya

Chapter Four: Analysed the challenges in addressing youth unemployment in Kenya.

Chapter Five: Provides the finding, conclusion and recommendations

CHAPTER TWO

NATURE OF UNEMPLOYMENT AMONG THE YOUTH AND ITS IMPLICATION ON DEVELOPMENT IN AFRICA

2.0 Introduction

Unemployment is a complex phenomenon that requires a more detailed analysis. The concept carries different meaning in different contexts. This chapter therefore, examines the nature of unemployment among the youth and its implication on development in Africa. The chapter captures the demographic characteristics of the respondents, concept of development, effects, causes, meaning and nature of youth unemployment in Africa as well as the chapter findings.

2.1 Demographic Background

Table 2.1 below captures the age variable that encompassed the study.

Age was considered a significant factor, because people of different age are affected differently by the problem under investigation

The table 2.1 below presents the various age groups that were targeted for this study.

Table 2.1: Age of the Participants

Age (years)	Frequency (%)
18-34	60
35-44	30
45-54	10
Above 55	10
Total	

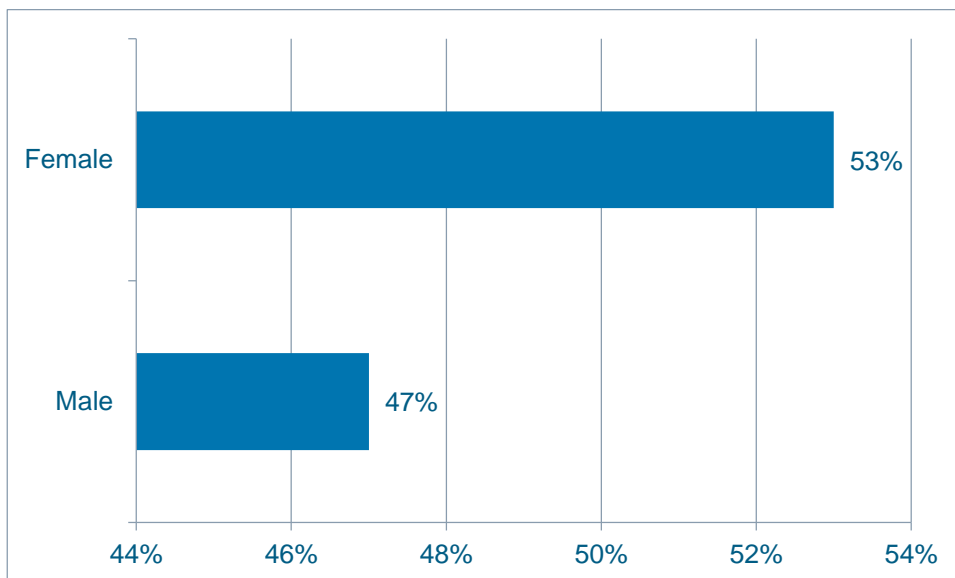
Source: Researcher, 2019

Most of the respondents in the study were youth between the age of 18 and 35 and formed a total 60% of the study. This indicates that this is the age group that is hard hit by the issue under interest. Many youth were determined to participate in the study since they were most affected and were readily willing to express themselves.

Figure 2.1 below is an illustration of the gender representation on the study.

Gender on the other hand, was considered important for the study because different genders are affected differently by social problems in the society that are as a result of youth unemployment. This was also important because it provided variety of views as far as youth unemployment and development is concerned.

Figure 2.1: Gender of the Respondents



Source: Researcher, 2019

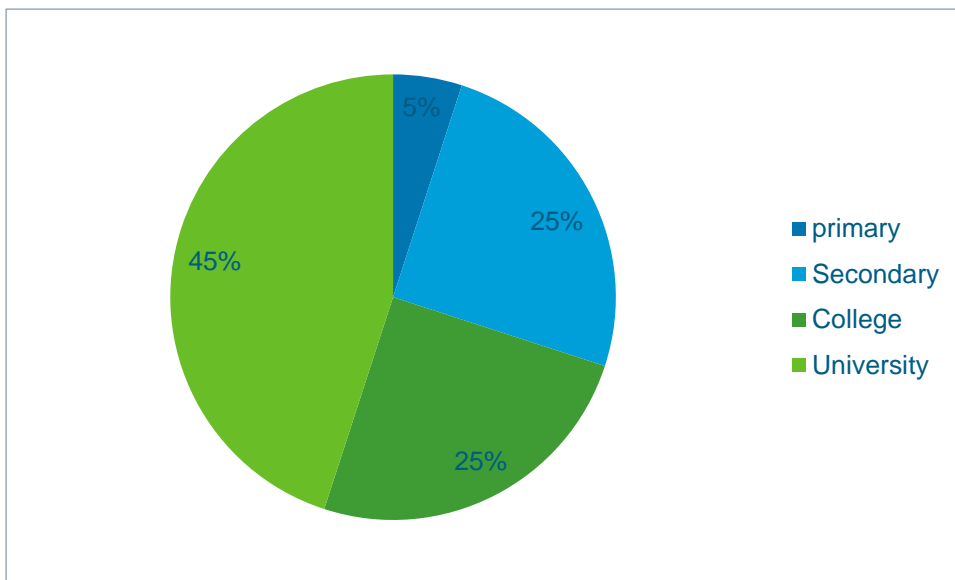
53% of the respondents were female. During the study, female participants were readily available than the male counterparts who only formed 47%. Most females participated

in the study because they were freer to disclose their employment status, and didn't shy away from the questions that were asked as compared to the male counterparts.

Figure 2.2 below presents the respondents' level of education in this study.

Education level was considered important to this study because it determines how the respondents conceptualise issues by giving it a critical view based on the circumstances involved.

Figure 2.2: Level of Education of the Participants



Source: Researcher, 2019

45% of the respondents had university level of education. This composed of academicians, university graduates and the students. The colleges and secondary school leavers composed of 25% each. The minority group is the primary school level that only reflected 5% as few people were shy to disclose that they are primary school leavers. This population was deemed useful to the study, as it helped the researcher

obtain relevant information to respond to the study questions and meet the study objectives.

2.2 The Concept of Development

Development brings about growth, progress, good change or the addition or introduction of economic, social, physical, demographical and social components.⁵⁵

The aim of development is to create or increase the rise in the standards of living of the population and the increase local or regional income, while taking care of the environmental resources. Development may not be visible immediately, but it is useful and brings a positive change in the quality of life and favourable conditions for the continuation of the same change.⁵⁶ Development agenda took shape in the 20th century when there was an understanding that, economic growth did not mean the good wellbeing of all. There was need to put strategies that could help address the issues that affected development of all and adequate resource allocation to different people.

Various scholars and researchers have defined development in differently. Dreze *et al*, for instance, came up with the “capability approach” which described development, as a mechanism which enables one to attain their highest ability level through social, economic and family action freedom. Capability approach therefore became a basis for the measurement of development by Human Development Index (HDI).⁵⁷ Nussbaum

⁵⁵ Roseland, M. (2000). Sustainable community development: integrating environmental, economic, and social objectives. *Progress in planning*, 54(1), 273-132.

⁵⁶ Dreze, J., & Amartya, S. (1999). *India: Economic development and social opportunity*. Oxford: Oxford University Press

⁵⁷Ibid

on the other hand, came up with the abilities approach in the gender field and put more emphasises on the women empowerment as a tool of development.⁵⁸

Development in Africa has been looked at as a way of promoting sustainable development for human survival. Bloom *et al* in their study, put more focus on tools that hinder development in different countries, causing them remain in a cycle of poverty for many years. Additionally, many African youth have been affected in one way or the other, because of the oppression that development is receiving. It is important to identify some of the poverty traps relating to economic, political and social conditions that affect a country. For example civil wars, natural resource based conflicts and poverty itself in an attempt to promote development.⁵⁹

Boom *et al* talked about the advancement of sustainable development which raises the living standards of individuals. While promoting sustainable development, the environmental resources should be protected, as well as putting in mind the coming generations of the citizens of the world.⁶⁰ A poverty traps like unemployment amongst the youth has been viewed as a key challenge to development in Africa, since it minimizes people's potential to utilise their skills hence affecting development.

⁵⁸Nussbaum, C. (2001). *Women and human development: The capabilities approach*. Cambridge: Cambridge University Press

⁵⁹Bloom, E., Jeffrey, D., Paul, C., & Christopher, U. (1998). Geography, demography, and economic growth in Africa. *Brookings papers on economic activity*, 2(4), 207-295.

⁶⁰Ibid.

2.3 Meaning and Nature of Unemployment in Africa

Unemployment refers to a situation whereby, people eligible for employment and is willing to work, fail to attain job placement of their choice.⁶¹ Africa has the fastest growing youthful population globally. This has been as a result of the increased fertility rate and demographic momentum. This youthful population is expected to increase.⁶² An increase in the youthful population without proper job creation strategies will continue to increase unemployment in the continent and therefore derailing development and the well-being of people.

The nature of unemployment between African states varies from country to country. It is however persistent and with long term impacts, depending on the strategies put in place to combat it within every country. The unemployment in the African states is not due to inadequate demand, which was the cause of the unemployment in the developed world, during the depression period as was illustrated by Dillard.⁶³ According to Fedderke, unemployment is more systemic and structural in Africa. Meaning that, there is inadequate capacity of a state to provide enough job opportunities for the potential labour force even when the economy is booming. Unemployment in the developing African states is also high among the poor people, as is one of the poverty issues within the socio economic, since the attainment of independence among African states. Despite the first growing Kenyan economy, this has not resulted into employment generation. This can be further illustrated by the South African case in which, even after adopting the neo liberal globalism free trade policies, the state was still exposed to the

⁶¹International Labour Office (ILO). (2010). *Global Employment Trends for Youth: August 2010: Special Issue on the Impact of the Global Economic Crisis on Youth*. Geneva: International Labour Office

⁶²Ibid

⁶³Dillard, D. (2018). *The economics of John Maynard Keynes: the theory of a monetary economy.*, Mayenne: Pickle Partners Publishing

importation of cheap goods that resulted to collapsing of local industries, thereby leading to more unemployment.⁶⁴

Smith and Plessis in their study argued that, employment in South Africa has dropped due to the rising demand for skilled personnel.⁶⁵ This demonstrates that unskilled youth are highly impacted by unemployment. Educated people are also struggling to find employment. Mokgohloa argues that, poor education system is a significant contributing element to unemployment as level of unemployed university graduates is on the rise in South Africa.⁶⁶ Further, the study by Du Plessis established that, unemployment is not uniformly distributed among the different groups, because youth without connections have limited access to employment opportunities.⁶⁷ A system of education plays a role in increased unemployment rate, because with poor education it is not easy to find a job. Unemployment in Africa has also been linked to other social problems such as ethnicity, gender and racial inequalities and poverty which are impediments to development.

2.4 Effects of Unemployment on Development in Africa

The researcher sought to establish the effects of unemployment on the youth and its implications on development in Africa. The following reasons presented on table 2.2 were addressed:

⁶⁴ Fedderke, J. (2012). *The Cost of Rigidity: The Cost of the South African Labour Market*. Cape Town: Economic Research Southern Africa

⁶⁵Plessis, D., & Ben, S. (2007). South Africa's growth revival after 1994. "*Journal of African economies*, 16(5), 668-704.

⁶⁶Mokgohloa, D. (2006). *Views and experiences of unemployed youth graduates: a case study of the Polokwane area, Limpopo Province, South Africa*. PhD diss., Stellenbosch: Stellenbosch University.

⁶⁷Ibid.

Table 2.2: Effects of Unemployment in Africa

Effects of unemployment	Percentage (%)
Social isolation and decreased collective participation	55
Crime, drug abuse, early marriages in the society that instil fear amongst investors	30
Social exclusion, loss of skills	15
Total	100

Source: researcher, 2019

55% of the respondents argued that, youth unemployment enhances social isolation as well as decreased collective participation of people as they become psychologically stressed up. It affects their mental health and become pessimistic, hence involving in activities that affect them negatively. It lowers one's self-esteem making them feel like they are a burden to their family and society as a whole. The findings above corroborate with the observation made by Lorenzini who observed that, social isolation affects youth's potential to become effective members of the society, as they feel that they have nothing good to offer to the growth of the society.⁶⁸

30% of the respondents in the study observed that, unemployment promotes the acts of crime, drug abuse and early marriages in the society and this instil fear amongst the investors. 15% of the respondents stated that, youth unemployment results in social exclusion and loss of skills and this blocks the realization of psychological needs

⁶⁸Lorenzini, J, & Marco, G. (2012). Employment status, social capital, and political participation: A comparison of unemployed and employed youth in Geneva. *Swiss Political Science Review*, 18(3), 332-351.

associated with being employed like higher self-esteem and social status. Khalid Zaman *et al* argued that, increased crime, breakdown of family relationship, financial distress, poverty, homelessness and unmanageable debts, erosion of self-esteem, family tensions and stigma are some of the social costs of youth unemployment. They further argued that the effects increase with increased unemployment period.⁶⁹

Majority of the key informant interviewees stated that, youth unemployment has effects on both the individual and the society. It lowers one's self-esteem and brings feelings hopelessness among young people. The youth in Africa have fallen victims of unemployment, causing most of them to lose focus and get involved in activities such as drug abuse to release anxiety.

Unemployment leads to violence and crime, commercial sex work resulting to spread of sexually transmitted diseases, drug abuse and civil disorder in sub-Saharan Africa. The increasing young population in the African states has overwhelmed the capacity of the African states to provide space for the youth. In Kenya for instance, many youth, both literate and illiterate have been affected by the lack of job opportunities hence engaging in illicit activities that affect their lives negatively. This has led to emergence of a hopeless generation and increase in the number of slum dwellers in the name of job hunting.

Jacob in his study maintained that, employment for young people and unmarried mothers in Uganda is important. It avoids their children growing up in poverty, which becomes a cycle and more so, when the mother lacks adequate skills and financial

⁶⁹ Gul, A., Khalid, Z., Khan, M., & Mehboob, A. (2012). Measuring unemployment costs on socio economic life of urban Pakistan. 8(1), 5703-714

assistance from the male partner.⁷⁰ Just like in Uganda, many youths in Kenya find themselves in the cycle of unemployment, based on the environment they grow up in and the perception that is instilled in their minds. Despite some having quality education, youth in Kenya wallow in the informal settlements, that only provide opportunities for survival, hence jeopardizing their energy to capitalize to enhance economic growth in the country.

Political instability is another impact of having high youth unemployment rates in a country. High unemployment rates among the African youth is an impediment to peace and stability in the region. Because of lack of employment opportunities, many youth have been used by politicians to achieve the latter's political goals. In South Africa for example, due to lack of employment, the youth have been involved in xenophobic attacks causing foreign investors to flee the country. Unemployed youth cause political instability and get involved in acts of violence, rupture of ethnic clashes, or join militia groups to enhance secession movements etc. Kenya just like other African state, youth unemployment has jeopardized smooth operations in some parts of the country, for instance Kibera. The fear instilled in the minds of investors that violence can start anytime in the area, since the many young people are idle, affects their businesses negatively.

Employment is crucial for the young people as they get an opportunity to grow and exploit their potentials based on their careers. This will make them feel accepted in the community and contribute more to development in the society. Unemployment

⁷⁰Jacob, O. (2011). *Causes of Unemployment among the Youth*. Makerere University: Kampala, Uganda

promotes socio economic, political and cultural isolation. Depression as a result of joblessness leads to mental sickness, increased abuse of drugs and alcoholic consumption and addiction as well as crime among the youths. This in turn lowers development in the society and wastage of energetic people.

A huge number of graduates fail to get a job which means a wasted talent and skilled human resource, who have not put their skills in to use to contribute to the growth of the economy. A large number of jobless young people not only leads to low gross domestic product and low productivity, but also raises a country's economic costs because revenue raised through taxes is low while social benefits costs rise.⁷¹ Many African states just like Kenya spend more money in the provision of general services to the citizens, compared to the general taxes collected from those citizens. The decreased tax remittance to the government is as a result of a few working citizens, who remit tax, hence making countries to take loans for servicing their national objectives.

The adverse effects of unemployment can cause the youthful generation to live in their parent's houses longer than expected. This has caused tension and financial crisis in families, since the older parents are the sole bread winners. Lack of employment has led to dropping out of school for many youth at early ages, in order to provide for their households and supplement the little that the family gets. In Kenya, youth unemployment has made the government to put aside financial aid to the older people. This is due to the fact that, many youth cannot afford to protect and provide for their

⁷¹Nedeljkovic, V. (2004). *Brain drain in the European Union: Facts and figures*. Crete: University of Crete

older parents. Resource that could have been channelled in development are being used to promote the living condition of the elderly.

2.5 Causes of Unemployment among the Youth in Africa

Table 2.3: Causes of Unemployment among the Youth in Africa

Cause of unemployment	Percentage (%)
Insufficient demand for labour	55
Lack of skills and job skills mismatch	5
Limited job prospects and opportunities	15
Lack of practical skills	10
Slow growth of the economy	15
Total	100

Source: Researcher, 2019

55% of the participants argued that, the biggest cause for youth unemployment is inadequate demand for their labour by both government and other private entities. They stated that lack of sufficient demand for the labour made them remain unemployed even when they had obtained adequate skills. The study observed that many graduate youths in Kenya and specifically in Nairobi face stiff competition amongst themselves, because of the limited job opportunities despite students graduating yearly in many learning institutions all over the country. 15% stated that, there are limited job opportunities in the labour market which have made the possibility of getting employment to be determined by the nature of network that an individual has, thereby affecting many youths that have limited network opportunities.

The study further observed that 5% of the youth unemployment in Kenya has been triggered by the mismatch of the skills. Many youth have skills that do not match those required for a particular job, hence rendering them jobless. Key informant interviewees argued that, many youth in Kenya have acquired good education but what they lack are the matching skills. A study among the Malaysian graduates indicated that mismatch of skills is a huge global concern for the many unemployed youth. Competition has been enhanced amongst the learning institutions without putting into consideration the significance of the quality of graduates and the market demand of their skills.⁷²

A study by Levy and Richard argued that, the secondary school education should be lowest level of education for anyone who wants to improve their livelihood through employment, because post-secondary qualification is increasing in demand in the labour market.⁷³ The finding also was reflected in the study by Oppenheimer and Spicer who pointed out that, possessing the skills required in the labour market is crucial.⁷⁴

Limited job prospects and opportunities were stated by 15% of the respondents to be a cause of unemployment. The study observed that, inadequate job opportunities are an impediment to finding a job. They also stated that the jobs available are only given to those who have relatives or friends who can use short cuts to find them a job. Connections depend largely on one's background and privileged circle of friend which

⁷²Hanapi, Z., & Mohd, N. ((2013). Unemployment among Malaysia graduates: Graduates' attributes lecturers' competency and quality of education. *Procedia-Social and Behavioral Sciences*, 112(2014) 1056-1063.

⁷³Levy, F., & Richard, M. (2007). *How computerized work and globalization shape human skill demands*. Massachusetts: Massachusetts Institute of Technology

⁷⁴ Oppenheimer, J., & Michael, S. (2011). *Creating employment in Africa." Putting Young Africans to Work Addressing Africa's youth unemployment crisis*. Johannesburg, South Africa: The Brenthurst Foundation

many young people don't have and therefore becomes unfair to them. This finding also relates to the study by Page who argued that, the practice of finding jobs majorly through connections is an indication of the scarcity of jobs.⁷⁵

The study established that lack of or inadequate practical skills affect the chances of the youth to get a job opportunity in Kenya. 10% of the respondents stated that lack of practical skills was a cause of unemployment. Education quality and adequate preparation of young people for employment was poor. Kenyan primary and secondary education focused more on academic performance, instead of the practical skills. The youth have been majorly trained to be employed. The findings closely relate to the study by Oppenheimer, Jonathan, and Michael Spicer who argued that, an education structure puts more focus on theory and not the practical bit, and fails to change with the change in economic conditions.

Slow growth of the economy is also a factor causing unemployment in the developing states according to 15% of the respondents. This has resulted to adequate formal employments and low investment.⁷⁶ Poor leadership in African states has resulted to mass looting of public resources that are meant for investment and creation of employment opportunities, being pocketed by leaders who are supposed to protect the interests of the citizens. This therefore leads to a continuous cycle of poverty amongst the citizens and slow growth of a country.

⁷⁵ Page, J. (2012). *Youth, Jobs, and Structural Change: Confronting Africa's" employment Problem"*. Tunis, Tunisia: African Development Bank

⁷⁶Ibid

2.6 Chapter Findings

The study observed that, the nature of unemployment in Africa has interlinked impacts on the youth and the development of African states. Development has stagnated because most of the youth with the capacity to work, has not been adequately given the opportunity to get productive. It has been based on the laxity of the management of public resources to change with changing trends of the society. The employment status determines the resources and opportunities available to households. The families whose members have good jobs tend to have adequate resources within their disposal and have the network to continue having favourable jobs for their succeeding generations. In addition, unemployment jeopardizes an individual/family/population from getting more resources and invest in the near future. This affects the lineage of a youth that is unemployed, since it takes long time for a break through.

CHAPTER THREE

MEASURES TO COMBAT YOUTH UNEMPLOYMENT IN KENYA

3.0 Introduction

The chapter examine the following initiatives and strategies of combating youth unemployment in Kenya; Uwezo fund, Kazi kwa Vijana initiative, technical and vocational entrepreneurship and the internship program.

The increased number of unemployed youth in Kenya has forced the government, to rethink its strategies on how to mitigate the problem. Unemployment has been viewed as a barrier to the individual growth, as well as state economic development.

3.1 The *Uwezo* Fund Initiative

According to the World Bank roughly 800,000 young people in Kenya are released to the labour market every year and only, about 50,000 manage to get professional jobs. It is therefore not a surprise that the increasing rate of unemployment has viewed as the main cause of increased incidents of insecurity and crime in the country.⁷⁷

As a mechanism to deal with this problem, the Kenyan government has initiated the *Uwezo* fund policy, to help in the support of the Kenyan youth who are in need of capital for investment. It has seen its youth population not as a liability, but an opportunity, hence putting more efforts to empower them. The youth have the energy, talent and the ability to engage in numerous activities that can improve the economy.⁷⁸

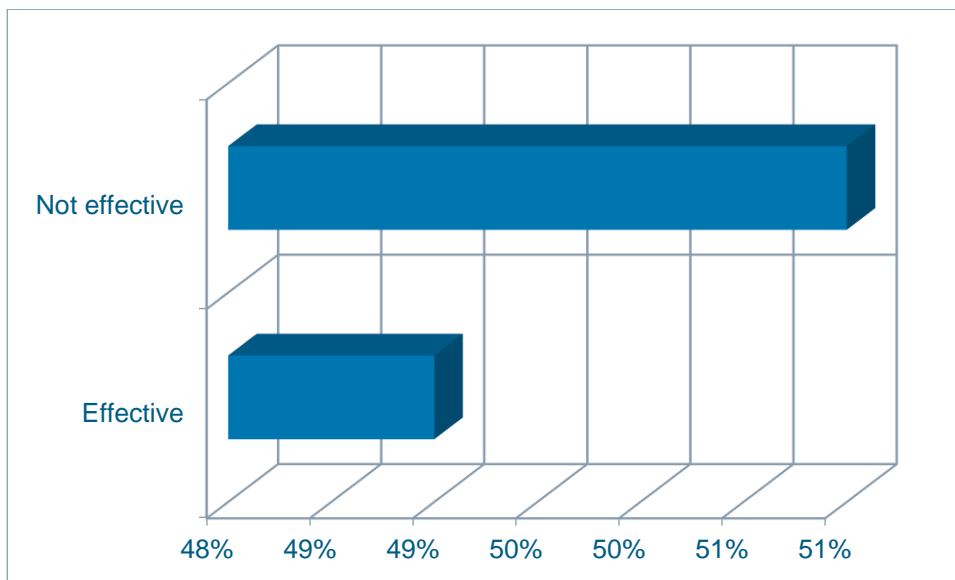
⁷⁷Obonyo, R. (2013). *Reducing youth unemployment in Kenya*. Nairobi: Longhorn Publishers Ltd.

⁷⁸Ibid

The *Uwezo* fund was launched by President Uhuru to aid in reduction of the youth unemployment in the country. The fund was an initiative to empower them in Kenya in numerous ways, such as encouraging entrepreneurship amongst the youth. Entrepreneurs have a crucial role in the creation of employment opportunities globally. The *Uwezo* initiative fund was to drive economic growth through empowering the disadvantaged youth in the country.

The Kenyan government through this fund strived to make the youth in Kenya included in the development agenda of the country. It aimed at giving loans to the youth, so as to aid in the start-up of businesses and innovations that can promote economic development.

Figure 3.1 Uwezo Fund as a Mechanism for Combating Unemployment



Source: Researcher, 2019

Additionally, 51% of the respondents affirmed that, *Uwezo* fund initiative was a good idea, but it has not lived to full fill its mandates. They stated that, the fund has been

marred with a lot of corruption and bureaucracies, that have made it difficult for the youths to access it.

The above observation is in congruence with the works of Obonyo, in which he stated that, the fund has had scepticism as to whether it can tackle the issue of unemployment.⁷⁹

Further, 49% of the respondents indicated that, it has helped in curbing the unemployment problem in the country, as a good number of the youth have been able to form youth groups, which have enabled them to access the funds. This has further allowed them to implement various ideas and become entrepreneurs, hence improving the economy.

Under this scheme, youths are given loans though sometimes in a case where a member of the group fails to service his/her loan on time, it affects the entire group. Many youth during the study argued that funding could be better if it is allowed to be taken at individual level and not as a group.

3.2 *Kazi kwa Vijana* Initiatives (KKV)

The *Kazi Kwa Vijana* which is a Swahili word meaning ‘jobs for the youth’ is a program which was launched in 2009 as a national intervention by the government, to deal with youth unemployment problem in the country. The initiative targeted the manual-small based community projects, such as planting of trees, repair of boreholes and bush

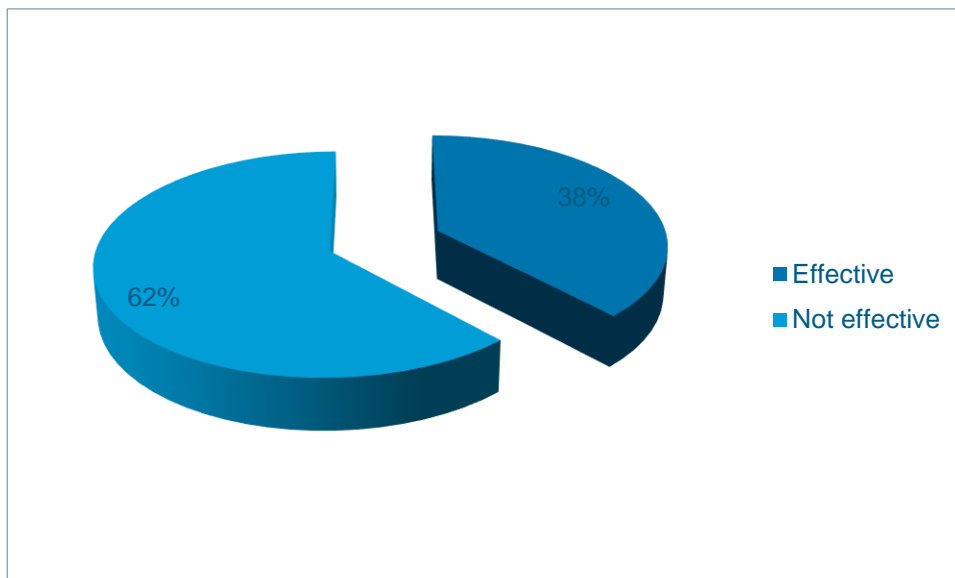
⁷⁹Ibid

clearing. The initiative was meant to find a way of keeping the youths busy and to reduce possibilities of getting involved in illicit activities like drug abuse and crime.⁸⁰

This study observed that, the initiative was good at the start, but later affected by bad governance and misappropriation of funds, which eventually led to its cancellation. Most of the respondents, 62% stated that, it was an initiative of “*Kazi Kwa Vijana* and *Pesa kwa Wazee*” meaning the young people would do the jobs but reward the elderly. 38% believed that, it can still work if it is merged with the national youth services programmes as shown in the figure 3.2 below.

Figure 3.2 below represents the views of the respondents on whether *Kazi kwa Vijana* is effective or not.

Figure 3.2 Kazi kwa Vijana Initiative



Source: Researcher, 2019

⁸⁰ Nduta, N. (2008). *Factors influencing the performance of Kazi Kwa Vijana: A case of Githunguri District in Kiambu County*. Nairobi: Unpublished Master’s Thesis, Kenyatta

Kenya requires youth employment programmes and policies that put more focus on entrepreneurship. The programs put in place by the government to address unemployment among the youth, have ended up being unstable and not supported by proper policies to guarantee their sustainability. The programs that have been established in the past have registered dismal performance. In addition, it's unfortunate and an indication that funds allocation alone is not sufficient. The policies should be extensive enough, among other things ensuring that they provide training and the relevant skills and resources for the youth.⁸¹

3.3 Promotion of the Technical Vocational and Entrepreneurship Training (TVET)

TVET includes both the informal and formal learning that prepares the youth with the skills and knowledge necessary in the employment world.⁸² Hollander *et al* stated that, TVET has had many names over the years which include vocational education, technical-vocational education, apprenticeship training, technical education and training, occupational education, professional and vocational education, workforce education, career and technical education, workplace education among others.⁸³

No matter the name, the similar feature of the program is that, it involves over and above the general education, acquisition of knowledge and practical skills necessary in occupations in sectors of economics and social life, as well as study of technologies and

⁸¹Obonyo, R. (2013). *Reducing youth unemployment in Kenya*. Nairobi: Longhorn Publishers Ltd.

⁸²Colardyn, D., & Jens, B. (2004). Validation of Formal, Non-Formal and Informal Learning: policy and practices in EU Member States 1. *European journal of education*, 39(1), 69-89.

⁸³Hollander, A., & Naing, Y. (2009). *Towards achieving TVET for all: the role of the UNESCO-UNEVOC international centre for technical and vocational education and training*. In *International handbook of education for the changing world of work*. Berlin: Springer. pp. 41-57.

related sciences. In TVET, the youth get the chance to learn from a wide range of institutional settings and from the most basic to the advanced level.⁸⁴ In Kenya, the TVET ACT 2013 was put forth to tackle the job skills problem and ensure increased employability of the youth, so as to enhance realization of vision 2030.

Table 3.1 below represents the views of the respondents whether TVET is effective or not.

Table 3.1: Effectiveness of TVET as a Mechanism for Employment

TVET	Percentage
Effective tool	90
Ineffective tool	10
Total	100

Source: Researcher, 2019

The study observed that, the TVET is an essential strategy for curbing unemployment as it gives the youth adequate skills for becoming entrepreneurs and meet the current demand of the labour market. 90% of the respondents stated that, TVET is an efficient tool for tackling unemployment, because it also provides training and education for productive employment. This is important for social and economic development of a nation. TVET is seen as a mechanism for promoting productivity and reducing poverty in Kenya. They respondents also considered vocational and technical training, as a good way of acquiring relevant skills and knowledge, which can assist them in advancing their careers in the industrial sector of their choice. With proper training, these

⁸⁴Ibid

vocational trainings are highly marketable, even in economic crisis, hence promoting economic development.

Additionally, 10% of the respondents stated that, despite TVET having the potential of giving the youth these skills, they still require financial support, in order to utilize the skills acquired in the training institutes. They further added that, it is not a direct and quick way of solving the unemployment problem.

The observations made by the respondents are in line with the work of Hollander who argued that, the major objective of TVETs is to prepare the young people to work.⁸⁵ This is through relevant developing work related skills by learning and mastering of necessary knowledge and scientific principles. Stephen *et al.* observed that, the TVET supports self-employment through TVET curricula which include entrepreneurship training. Transformation of vocational and occupational practices as well as social reproduction enhances professional development.⁸⁶

Based on the study, the TVET also enhances personal development, by helping the youths to realize their full potentials, without feeling left out in the society. This observation is in congruence with the study by McGrath Simon who stated that, TVET is an avenue for personal development and social liberation, meaning there is development of personal capabilities, that can assist an individual realize their full potential, either by being self-employed or getting employed, occupational interests and

⁸⁵ Ibid

⁸⁶ Billet, S. (2011). *Vocational Education: Purposes, Traditions and Prospects*. Salmon: Springer Netherlands

advancing their life goals outside of employment.⁸⁷ This study also established that, TVET enables individuals to overcome the disadvantages caused by circumstances of birth, such as an individual born in a poor family or prior educational experiences. It has helped many youth who come from poor background to secure various means of earning a living, thereby making it a tool to advance employment opportunity to the youth.

A mix of both soft and technical skills is considered necessary for economic development. TVET policy reviews conducted by UNESCO indicated that, the program systems at the moment may not adequately support the development of what is referred to as soft competencies.⁸⁸ The study established that Kenya, however, has adopted competency-based strategies, as measures for improving TVET curricula, so as to meet the market demand of the labour force globally.

3.3.1 Challenges Facing the TVETs

The study observed that, globalization is a key concern for the TVET. Reorganization of a workplace due to globalization of economy call for a labour force which is more adaptable and nations need to rethink on the role and nature of TVET. Due to globalization TVET has also gotten a lot of pressure to supply the necessary skills to the labour force, in globalized activities to match the rapidly match the changing needs.⁸⁹

⁸⁷McGrath, S. (2011). Where to now for vocational education and training in Africa? *International Journal of Training Research*, 9(1), 35-48.

⁸⁸United Nations Educational, Scientific and Cultural Organization (UNESCO) (2013). *Policy review of TVET in Cambodia*. Bangkok: UNESCO

⁸⁹Marope, P., Toka, M., Borhène, C., & Holmes, K. (2015). *Unleashing the potential: Transforming technical and vocational education and training*. Paris, France: UNESCO Publishing

There is also a challenge of getting more men register in the female dominated sectors that is the gender participation. In the recent years, Kenya has had an increasing number of women enrolling in TVET programmes more so, in the service sector. These findings are in line with a study by Marope *et al.* who observed that, gender inequalities in learning opportunities, requires attention if TVET is to serve a facilitative role in inclusive development and social equity.⁹⁰

3.4 Internship Program

Internship refers to the opportunity given to a trainee or student to work in an organization, in order to gain some work experience or meet requirements of a given qualification.⁹¹ Many companies in Kenya hire interns on unpaid terms, because of the assumption that, the latter is only seeking to gain some work experience, as they prepare to enter the world of employment. Due to the increased human needs in the society, the government of Kenya needs to enforce a legislation that forces both public and private employers, to offer the interns monthly stipend that can aid their maintenance.

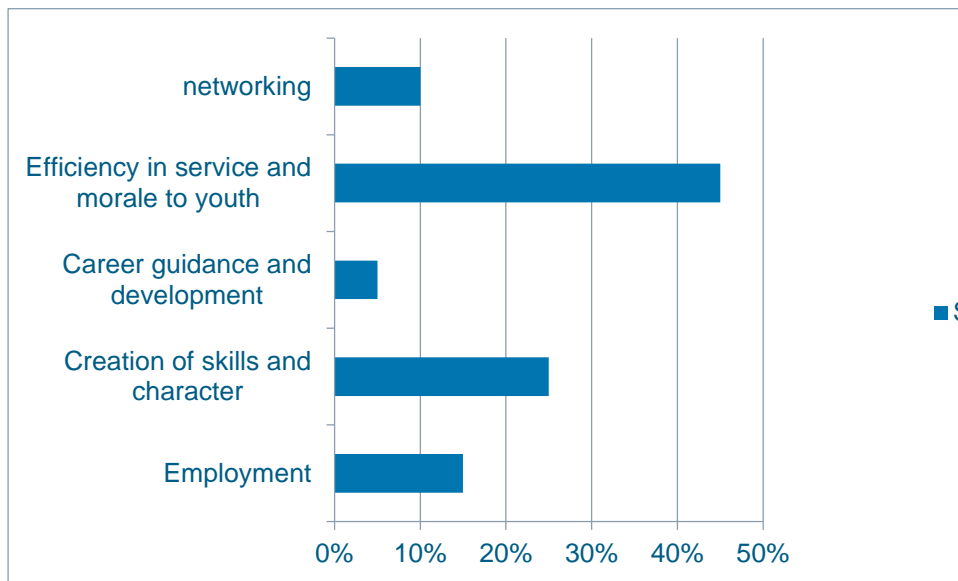
The Kenyan government has partnered with various actors to promote the youth employability. Through Kenya Private Sector Alliance (KEPSA), various internship drives have been initiated in the country which exposed many youth to potential employers and also developed their entrepreneurial skills.

Figure 3.3 below represents the views of the respondents on importance of internships programs

⁹⁰ Ibid.

⁹¹ Hurst, J., & Linda, K. (2010). A 20-year evolution of internships: Implications for retail interns, employers and educators. *The International Review of Retail, Distribution and Consumer Research*, 20 (1), 175-186

Figure 3.3: Importance of Internship Programs



Source: Researcher, 2019

Accordingly, 45% of the respondents argued that, the program is essential and it helps in efficient in service delivery and gives morale to the youths. This motivates them and reduces the idleness and illegal acts in the society. 25% believed that, it promotes development of the skills that are necessary for employment and labor force. Through the skills, the respondents indicated that, the youth are able become effective and efficient entrepreneurs, hence participating in economic growth in the society. Shoenfelt *et al.* argues that, internships are good because they aid individuals gain interpersonal and soft skills, which will be useful when they join the employment world. Interpersonal skills like integrity, time management, professionalism, team work and being cultural sensitive are necessary at any work place, however not always part of education curricula.⁹² Further, 15% of the respondents observed that, internship program create employment and human development. The youth through the internship

⁹²Shoenfelt, E., Nancy, J., & Janet, L. (2013). Internships: An established mechanism for increasing employability. *Industrial and Organizational Psychology*, 6(1), 24-27

period are able to convince management of the institutions that, they have the capacity and ability to be absorbed in the job market.

Consequently, the study also established that internship program enhances networking amongst the youth. 10% of the respondents viewed it as an opportunity for them to network, since it is a platform which provides an opportunity to interact with various employers in the society. This is a rare opportunity perhaps they wouldn't have gotten, if it were not for the internship opportunity. Dobratz *et al.* argued that, the social and professional networks formed from internships is an added benefit in the entrepreneurship sector.⁹³ Through these networks, they share knowledge and assist potential entrepreneurs identify opportunities in the market and also gain access to the necessary resources.

5% of the respondents stated that it helps in career guidance. Students need to be given a sense of direction while still young and suitable career paths, as well as be guided on the numerous opportunities that await them, if they have the necessary skills. Obonyo in his study argued that, career development is important for human growth and can enhance employability of an individual within the society. Career counselors should be engaged to tap into the skills of the youths and aid in steering them towards a suitable career path.⁹⁴ Saniter & Siedler in his study established that, interns improve their confidence, communication skills and self-efficacy through internship programmes.

⁹³ Dobratz, C., Robert, P., & Augustus, A. (2014). Using Formal Internships to Improve Entrepreneurship Education Programs. *Journal of Entrepreneurship Education*

⁹⁴Obonyo, R. (2013). *Reducing youth unemployment in Kenya*. Nairobi: Longhorn Publishers Ltd.

Young people with some work experience from internships are more likely to find a job quickly, than those without.⁹⁵

3.5 Investments in the Labor Intensive Sectors and Innovation

Investments and innovation is very essential for the development and growth of any economy. The Kenyan government has the opportunity to put more effort in the promotion of the manufacturing sectors. The respondents observed that, the government focused more on promoting the manufacturing sector, as a way of creating new job opportunities for the young people. They felt that, this is a good approach, though if it's not anchored on good policy framework, the chance of it bearing fruits is minimal. For it to yield any positive results there should be constant consultation and collaboration between the central and county government, regardless of the political differences. With the initiation of the devolved system of government, Kenya is in a position of creating many opportunities, through the county governments. The devolved units should create ways of acting independently, through provisions of favorable environment for the investors.

3.6 Chapter Findings

From the data analyzed in this chapter, it is evident that the measures put in place to combat youth unemployment are good. However, they lack the aspect of having proper policies and follow up procedures, to make the work effectively as envisaged. For instance, internship programs as a measure to combat unemployment are associated with higher ambition, job satisfaction and more stability in the development of the country. The youth generally felt that, their ambitions were fulfilled while employers'

⁹⁵Saniter, N., &Thomas, S. (2014). Door opener or waste of time? The effects of student internships on labor market outcomes. *Labour Economics*, 38(4), 37-46.

expectations were mostly met, although they concur that, interns require further skills development.

The study also established that, reforming the education systems is very essential for growth of the country. Trainings should be conducted based on the immediate need of the society. Proper legislation and allocation of funds from the government can bring about changes in TVET programmes and ability to carry out quality training for the youths. Funding related initiatives have common challenges and therefore, they should be merged and clearly transparent formula initiated, so that it reduces the bureaucracies that scares the youths from borrowing capital for investments.

CHAPTER FOUR

CHALLENGES IN ADDRESSING YOUTH UNEMPLOYMENT IN KENYA

4.0 Introduction

This chapter discusses the challenges in addressing unemployment by critically analysing why there has been an increasing trend in the levels of unemployment despite having numerous initiatives by the Government of Kenya to address the menace. The challenges discussed in this chapter include; corruption, lack of consistency on government programs, the system of education in Kenya and polarized government institutions.

Internationally, unemployment has affected the youth more than any other group of people in the society and more so in developing states.⁹⁶ Kenyan government has formulated various mitigating strategies to address the youth unemployment as mentioned in chapter three, but unfortunately these strategies haven't lived to realize their objectives, of uplifting the wellbeing of the youths in Kenya. Unemployment still remains a huge problem in the society, hence affecting youth's potential in promoting their skills and economic growth.

4.1 Corruption

Corruption is the abuse of the trusted position in the branches of power i.e. the executive, legislature, the judiciary, in the political or any other institution within a state, with intention of usurping what is meant for the public benefit.⁹⁷ Many scholars

⁹⁶ibid

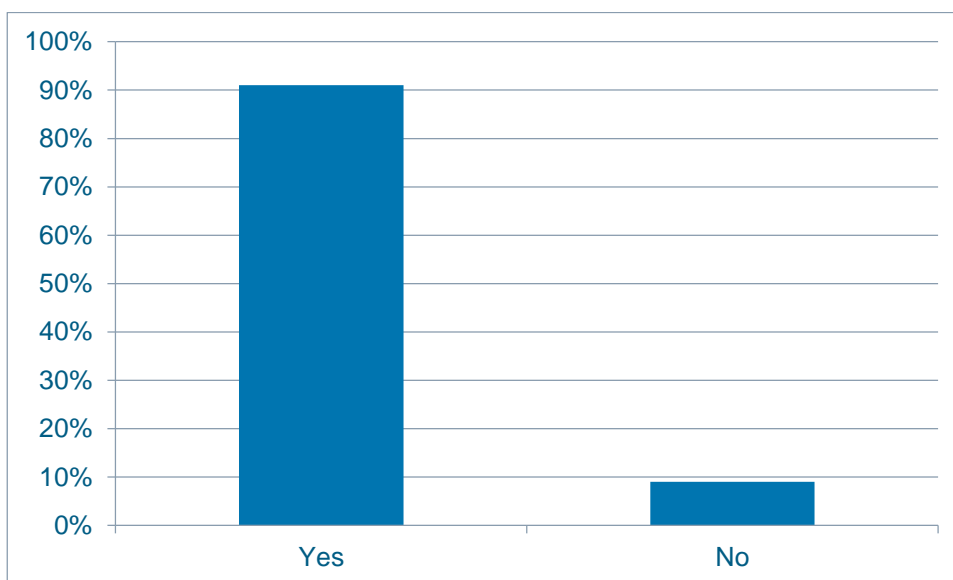
⁹⁷ Amundsen, I. (1999). *Political corruption: An introduction to the issues*. Bergen, Norway: Chr. Michelsen Institute

throughout the history have different views on the issue of corruption, based on the perception and understanding of the concept. For instance, Machiavelli had minimal opinion on the republics by considering them more corrupt than other regimes. According to Machiavelli, corruption enhances moral degradation in the society and it's a big threat to any thriving state.⁹⁸

Although corruption has been there for the longest time, more attention to it began immediately after the cold war, where countries and various international organizations began to understand its negative impacts in the society. Corruption jeopardizes the existence of opportunities in Kenya and many disadvantaged youths, fail to explore their potential, as a result of the significant impact that comes with it.

Figure 4.1 represents the respondents' views on whether corruption leads youth unemployment or not.

Figure 4.1 Corruption causes Youth Unemployment



Source: Researcher, 2019

⁹⁸Shumer, M. (1979). Machiavelli Republican Politics and Its Corruption. *Political theory*, 7(1), 5-34

Corruption was marked as a huge problem in solving the issues of unemployment among the youths in Kenya. Most of the respondents 91% believed that, it affects the rate of employment in the country. In this regard they observed that, programs earmarked as elements for combating youth unemployment, now lie as white elephants. They have been abandoned by the implementing agencies and in many instances the resources have been diverted to individual ownership, at the expense of the general public. In addition, the study observed that, corruption, nepotism, affiliation and gender discrimination has increased which denies, the youth who don't have stronger network to get equal opportunity. It widens the gap of the haves and the have-nots.

The respondents observed that, one gets a job opportunity based on the money you have to offer as a bribe, and this has affected the economic performance of the country. This is mainly because people who are ready, qualified, competent and willing to work are denied the opportunity. Corruption is higher in the developing states, since everybody is striving to get what he/she wants at all costs, without considering the impact of his/her actions on other individuals. This undermines the legitimacy of the nation in the global arena.⁹⁹

Aspects of bribery lead to negative economic results which are ineffective and hamper foreign direct investments in the long run, as well as domestic investors, who reallocate to other areas they feel secure and protected by the law.¹⁰⁰ Due to corruption, many taxes have been paid to service loans, that haven't brought positive change to the people

⁹⁹Kaufmann, D. (1998). *Challenges in the Next Stage of Anti-corruption. New perspectives on combating corruption*: Washington, D.C., United States :World Bank

¹⁰⁰Ibid

of Kenya. This in turn imposes regressive taxes, which affect commercial and service activities, performed by small businesses.

However, 9% of the respondents stated that, corruption can also make one get what he/she wants. It has been influenced by low wages and salaries forcing individuals to mitigate the situation by receiving and giving bribes. This is in line with the research by Allen *et al* who posit that, corruption thrives because the government institutions and agencies cannot control the situation, because of the low payment or unpaid workers, mostly in developing countries.¹⁰¹

Corruption has become a weapon for grabbing jobs which disadvantages youths from poor backgrounds who cannot afford to raise money to bribe, therefore increasing the unemployment levels in the country. The study also observed that, people who believe corruption exist are also willing and ready to follow the same path, because they think the society functions that way. A study by Melgar *et al.* on the perception of the corruption, established that, anyone who believes that there is a lot of corruption, it is highly likely that, they are consequently more willing to pay for it.¹⁰²

4.2 Lack of Consistency on Government Programs

Policy consistency refers to the extent in which, the policies put in place by a government are steady over time.¹⁰³ With policy consistency there should be certainty,

¹⁰¹Allen, F., Jun, Q., & Lin, S. (2018). *Corruption and competition*. Pennsylvania: University of Pennsylvania

¹⁰²Melgar, N., Máximo, R., & Tom, W. (2010). The perception of corruption in a cross-country perspective: Why are some individuals more perceptive than others? *Economia Aplicada*, 14(2), 183-198

¹⁰³Cayton, F. (2017). Consistency versus Responsiveness: Do Members of Congress Change Positions on Specific Issues in Response to Their Districts? *Political Research Quarterly*, 70(1), 3-18.

predictability and continuity. Lack of policy consistency in the government initiatives in Kenya is a huge impediment to employment in the country. Lack of policy follow ups, as well as the implementation of various strategies that have been initiated by the state, diminishes a country's chances of achieving the end goal of a given policy. There is increasing awareness that, the policies failures to achieve their objectives is closely linked to the implementation formula. They do not succeed or fail on their own.

Table 4.1 below represents the views of the respondents on the contributors of policy failure in Kenya.

Table 4.1 Contributors to Policy Failure in Kenya

Challenge	Percentage
Disperse governance	18
Inadequate collaborative policy making	35
Overly optimistic expectations	15
Vagaries of the political cycle	32
Total	100

Source: Researcher, 2019

Based on the above table, lack of policy consistency in a government, can lead to an increased number of unemployed youths in Kenya. Lack of policy consistency means non achievement of policies that could create opportunities for the youth.¹⁰⁴ According to 35% of the respondents, inadequate collaboration in the policy making and implementation processes, leads to youth unemployment. They stated that, weaknesses

¹⁰⁴McConnell, A. (2015). What is policy failure? A primer to help navigate the maze. *Public Policy and Administration*, 30(3), 221-242

of collaboration and the failing to develop a common ground in order to solve problems in a state through a mutual understanding among the stakeholders remains jeopardy in the implementation process leading to failure. It requires collaboration at all levels of management political factions so that it continues to develop. In Kenya, inadequate collaboration in the decision making has seen various projects fail to achieve their objectives. For instance, various regimes in Kenya come with good policies but they fail to proceed as a result of the failure of the leaders to carry on with projects that had been initiated earlier. The Kibaki regime initiated the *Kazi Kwa Vijana* initiative, but it has failed to realize its objective when the Jubilee government took power in 2013. The Jubilee regime instead launched the *Uwezo* fund and revived the National Youth Service to advance youth empowerment. Ansell *et al.* stresses on the important of designing policies, where all actors are connected horizontally and vertically, in the process of joint deliberation and collaboration. They argued that this is an attempt to come with a mutual understanding and a cumbersome search for unanimous consent.¹⁰⁵

In addition, vagaries of the political cycle enhance the consistency in the implementation of the policies that can create opportunities to the youths. 32% of the respondents argued that politicians are more attracted to short term results and this has led to the push in quick implementation of the policies without looking at the messy and protracted issues that can be an obstacle in the real practice. This is in line with Norris argument that political will necessary to drive programs in the society tends to depreciate with time.¹⁰⁶ The political class tends to put their interest by passing

¹⁰⁵Ansell, C., Eva, S., & Jacob, T. (2017). Improving policy implementation through collaborative policymaking. *Policy & Politics*, 45(3), 467-486

¹⁰⁶Norris, E., & Julian, M. (2013). *Policy that Sticks: Preparing to govern for lasting change*. London: Institute for Government

legislations, rather than looking at the implementation problems, that should be avoided, thus making the problem to look like someone else problem.¹⁰⁷

From the findings implementation of policies in a dispersed government is also cumbersome and can result to unemployment. This is through the policies that are initiated by the national government in the sub national government, which usually face challenges of some degree of consistency during the implementation, since the level have some degree of separate authority.¹⁰⁸ Dispersed governance can also lead to the stagnation of policies by the national government. As argued by 18% of the respondents, some projects by the government that could promote opportunities had received hard times during the implementations, as local communities have their own priorities, more so projects that entail use of huge tracks of land. Hence Pettigrew *et al* argues that, it is important for policy makers to embrace engagement amongst all players, to ensure various sources of knowledge are put into consideration.¹⁰⁹

Overly optimistic expectations of major projects by the government were observed, to be an impediment to youth employment in Kenya. As stated by 15% of the respondents, many projects in Kenya, for instance the *Uwezo* fund and National Youth Service had received huge expectations. Large sums of capital have been invested in the project, but the government failed to put more emphasis on the challenges that could arise, hence leading to loss of many resources through corrupt dealings.

¹⁰⁷May J. (2015). Implementation failures revisited: Policy regime perspectives. *Public Policy and Administration*, 30(3), 4277-299.

¹⁰⁸Kidson M., & Emma, N. (2014). *Implementing the London challenge*. London: Joseph Rowntree Foundation

¹⁰⁹Pettigrew, M. (1992). The character and significance of strategy process research. *Strategic management journal*, 13(2), 5-16

The study observed that there has been inadequate objective, timely and accurate information costs on projects benefits and also risks that come with them. Interested parties only aim at boosting their own prospects and decision makers only seek short term recognition. Hudson *et al* in their study in United Kingdom observed that, benefits and costs are unevenly distributed overtime; it is takes sometime after implementation to realise the positive results. The time gap between policy implementation and positive outcome in Kenya has made projects initiated and stopped, which ruins the opportunity for the youth access more opportunities.

4.3 System of Education in Kenya

Education system in Kenya has also been considered to enhance unemployment since it has been looked at scoring good grades in school with minimal practicability in the real life situation.

Table 4.3 below represents the views of the respondents on the challenges of education system on employment in Kenya.

Table 4.2: Challenges of Education System on Employment in Kenya

Factor	Percentage
Inadequate preparedness	73
Poor education system	27
Total	100

Source: researcher, 2019

The youth have inadequate information relevant in the current working environment, especially those who come from families with low per capita income. Because of this, many youth have no idea on how to navigate with the skills they have, so as to attain their entry level jobs. The education system that is practiced in a country can determine the nature of opportunities that are available to the youth.

73% of the respondents confirmed that, the youth also have inadequate work place best practices for instance, communication, creativity, critical thinking, cooperation that focuses on the enterprise needs. Poor system of education that takes long to upgrade to the immediate needs of the society has made it difficult for the youth to get their entry level jobs that fits their qualifications. This has been majorly caused by the non-matching number of youth ready for work and the state of economic activities. 27% of the respondents who argued that, the nature of education in Kenya from primary school to the higher institutions of learning for a very long time has prepared the youth for the white collar jobs and the market, has continuously reduced day by day for such opportunities. This has made many youth to remain jobless for a long period as they try to adapt to a new system that they were not trained to.

The current society has proved that the youth lack the relevant skills for the work place. Unemployment has affected even the youths who have pursued some course of study. In many cases, they have found themselves with general as well as the theoretical skills that don't prepare them for the reality at the working environment. The study established that this is mainly due to the irrelevant curriculum in most courses coupled by inadequate linkage between job opportunities and the education system.

The Kenyan system of education and mode of preparation has ignored the technical courses for a very long time, pushing the youth to venture more in courses that involve more paper work. In many cases, the available opportunities are in the informal sectors that many youth have minimal skills on. Improper education structures makes it difficult for the youth to integrate in the working environment thereby subjecting them to long suffering, that affects their resilience and the potential to grow in a demanding and dynamic labor market.¹¹⁰ Such challenges have made the youth to get laid off due to economic hard times in the country.

4.4 Polarized Government Institutions

Youth unemployment in Kenya has also been linked to the failure of the institutions mandated to advance the interest of the country. In many instances, the institutions have been polarized, subjective and failed to see the bigger picture on how the high unemployment levels are jeopardizing the economic development of the country.

Table 4.4 represents the views of the respondents on the effects of polarized government institutions on youth unemployment.

Table 4.3 Effects of Polarized Government Institutions on Youth Employment

Effects	Percentage
Failure of government policies	55
Inadequate participation	29
Corruption and discrimination	16
Total	100

Source: Researcher, 2019

¹¹⁰Godfrey, M. (2003). *Youth employment policy in developing and transition countries: Prevention as well as cure*. Washington, D.C., United States: World Bank

Impacts of polarization of government institutions have jeopardized smooth operations in the country and in many instances putting them, to a standstill. This action to a large extent, affects even the interest of investors who feel scared by the safety of their projects. Institutional polarizations affect the smooth operations of the government, leading to inadequate legislation and monitoring of programs managed by the government. 55% indicated that it has adverse effects on policy implementation. They posit that most government policies fail as a result of divided opinions in the management of state affairs. Polarizations have enhanced ethnicity in the country and projects in many cases, had been implemented on basis of networks in the government. This has led to uneven responsible execution of mandates by stakeholders, thereby affecting the inclusive development and creation of opportunities. However, because of this many government officials have taken more time than required in executing their duties and roles, at the expense of the constituents. These findings also agree with extant literature, for example the work of Edward *et al* who observed that, polarized government institutions are a threat to government operations and this leads to institutional failures.¹¹¹

Polarized institutions affect creation of space and opportunities in a state, since it minimizes the citizens' involvement in decision making process. As stated by 29% of the respondents, polarized institutions affect the decision making processes in Kenya. Effective election and appointment of leaders has been polarized and institutions in charge have affected justice leaving many citizens hopeless. Many poor leaders have continuously retained their positions because of such circumstances. This has enhanced inadequate accountability, thereby jeopardizing the creation of job opportunities for the

¹¹¹George, C., Andrew, B., & Jeffrey, P. (1997). The legislative impact of divided government. *American journal of political science*, 41(2), 545-563

youth as many leaders in many situations respond to party politics, rather than addressing the immediate need of the society, for instance the NASA and Jubilee politics.

Polarization has also advanced corruption and discrimination in various government institutions, making it difficult for the youth to land a job opportunity. In some cases, the decision for one to get a job has been based on name and area of origin. 16% indicated that, corruption and discrimination has denied many youth's opportunity and access to job placement.

4.5 Chapter Findings

Results from the study show that, lack of commitment and political will to ensure that initiatives in place realize their objectives are some of the challenges confronting the efforts adopted to address youth unemployment in the country. The challenges not only affect the youth but also affect the country's economic growth and lower its competitive nature at regional and international levels. Unemployment in Kenya can easily be addressed better if there is proper harmonization of policies to reduce duplication of responsibilities that enhance wastage of resources. Bureaucracy in governance structures has been a huge impediment in accessing resources and opportunities by the youth.

CHAPTER FIVE

FINDINGS, CONCLUSION AND RECOMMENDATIONS

5.0 Introduction

This chapter presents the study findings, summary, conclusion and recommendations of the study. The purpose of this research was to investigate youth unemployment and its implication on development in Africa, utilizing a case of Kenya. Findings are presented in line with the study findings which were to: investigate the nature of unemployment among the youth in Africa, examine the effectiveness of the measures put in place to combat youth unemployment in Kenya and evaluate the challenges faced in addressing youth unemployment in Kenya.

5.1 Study Findings

According to the first objective of the study was to investigate the nature of unemployment among the youth in Kenya, the study established that; the status of youth employment is an essential policy issue in Africa and other developing countries. The youth population increases faster and the economic status of their respective states cannot cater for them. Its impact not only affects the youths but also affects the economic development of the respective states. The study also established that, resources available in a country to large extent, determine the nature of employment. States, households with low social capital is affected more by the issues of unemployment. This affects investments in African states, hence increase rate of unemployment in the continent.

Secondly the study sought to examine the effectiveness of the measures put in place to combat youth unemployment in Kenya. From the findings, the Government of Kenya is determined to support youth initiatives and implantation of various projects to enhance youth employment. However, many youth find it hard to get job or find themselves opportunities, as a result of ineffectiveness in the execution of the planned initiatives. Lack of commitment by stakeholders makes realization of such initiatives cumbersome.

Lastly, according to the third objective of the study which was to evaluate the challenges in addressing youth unemployment in Kenya, the study established that the effects of unemployment are interlinked. Lack of commitment, political good will and polarization of priorities, promotes policy failures limiting many youth from tapping their potentials effectively.

5.2 Conclusion

Based on the first objective, the study concludes that, unemployment in Africa is a huge jeopardy to development since it leads to social problems such as crime. The high youthful population if adequately empowered can enhance economic growth.

Secondly, it's evident that African states and specifically Kenya, have initiatives for combating unemployment, but have not been effective as they ought to be. Additionally, policy structures have not changed to effectively address the actual needs of the youth. Effective implementation of policies and consistency are essential for development, since it enhances fairness in distribution of opportunities as well as

reduced bureaucracies that affects the youth in accessing resources from the government.

The findings show that, youth unemployment is a problem that needs to be addressed. Challenges in addressing the problem such as; lack of commitment and political good will as well as polarized government institutions, have promoted policy failures thereby, limiting many youth from exploiting their capabilities effectively.

5.3 Recommendations

Various recommendations can be made based on the study findings.

African states should embrace good governance to enhance equitable distribution of available resources which benefits all. The international community through the United Nations should harmonize laws that can allow youths to exploit their potentials without fear.

The study also recommends that, the government through various institutions should adopt and embrace professionalism and policy guidelines based on the current need of the society so as to promote public value. Education sectors should conform to the global trends to equip the youths with adequate skills that can be applicable globally.

There is also need for harmonization of policies so that government initiatives can have a unified theme in addressing youth unemployment in the long run.

5.4 Areas for Further Research.

Further research should be conducted on the impact of an integrated policy in promoting employment in Kenya.

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APPENDICES

APPENDIX I: RESEARCH QUESTIONNAIRE

Part A: Consent Form

Introduction

Dear Respondent,

I am Coretta Munyao a post graduate student at the University of Nairobi, pursuing a Master of Arts degree in International Studies at the Institute of Diplomacy and International Studies. I am carrying out an academic research on *“Youth Unemployment and its Implications to Development in Africa: The Case of Kenya.”*

I kindly request your participation in this research a main. The findings and recommendations established by this study will contribute to knowledge aimed enhancing employment and job creation in Africa. In this regard. Kindly answer the questions appropriately since your contribution will be much appreciated and the information provided will be treated with utmost confidentiality.

The study being purely for academic purposes, there shall be no monetary reward for your participation.

Yours Sincerely,

Coretta Munyao.

Admission number: R50/9263/2017

Certificate of Consent (to be filled by the respondent)

I....., have read and understood the above information (has been read to me). I therefore voluntarily consent to participate as a respondent in this research.

Signature..... Date.....

Part B: QUESTIONS

Part I: General Information

1. What is your gender? Male Female
2. Please tick the age bracket 18-34 35-44 45-54 above 55
3. What is your level of education? Primary Secondary College
University Others.....
4. What's your profession? (If any)
5. Marital status.....
6. Area

Part II: Nature of Unemployment

1. What is your understanding on youth unemployment?
2. Are you currently employed? Yes No
3. Are you currently in further education? Yes No
4. What difficulties do you face as a young person in finding a job?
Lack of experience age gender qualifications others, please indicate.....
5. What aid and support could be put in place to help young people in finding a job?
6. What is your main source of income currently?

7. Do you think that you are a liability to your family because of your unemployment status? Yes [] No [], if yes why?.....
8. How does unemployment affect your development/growth and that of the country?
9. At present, do you have any link or association with the following:
 - Political association / Organisation Yes [] No []
 - Cultural association / Organisation Yes [] No []
 - Welfare association / Organisation Yes [] No []
 - Sports association / Organisation Yes [] No []
10. Please give a brief account of the nature and level of your involvement.
11. With whom do you interact most? Employed friends [] Unemployed friends [] Please give the reason, why?.....
12. How often do you interact with your friends?
13. What are some of the effects of unemployment in your society amongst the youths?
14. What do you think are the causes of youth unemployment?
15. What kind of job would you like to do? (a) Teaching (b) Administration (c) Police / armed forces (d) Any other (specify).....
16. How many years have you been jobless?
17. What is the community attitude towards the unemployed youth?

Part III: Challenges in Addressing Youth Unemployment

1. What are some of the challenges of youth unemployment in Kenya?
2. How does unemployment affect youth's potential in realizing development?
3. Do you agree that youth unemployment has an impact on societal growth and development?
 - Yes [] No [] If yes, explain.....

Part IV: Measures to Combat Youth Unemployment

1. What are some of the measures put in place by the government to combat unemployment in Kenya?
2. Do you think these measures in place effective? Please explain your answer
3. What are the challenges facing these measures that the government has put in place to combat youth unemployment?
4. In your view, do you think the youth are taking advantage of these measure put in place to combat youth unemployment.

APPENDIX II: INTERVIEW SCHEDULE FOR THE KEY INFORMANTS

PART A: CONSENT FORM

Coretta Munyao,
University of Nairobi,
P.O. Box 30197 – 00200,
Nairobi.

To:

Dear Sir/Madam,

My name is Coretta Munyao a post graduate student at the University of Nairobi pursuing a Master of Arts degree in International Studies at the Institute of Diplomacy and International Studies. I am carrying out an academic research on ***“Youth Unemployment and its Implications to Development in Africa: The Case of Kenya.”***

I humbly request your participation in this study as a key respondent. Your participation will contribute to the success of this study.

Participation is voluntary and there shall be no victimization whatsoever. Your response shall be treated with utmost confidentiality.

Should you wish to contact me my email address is corettamunyao@yahoo.com.

Yours sincerely,

Coretta Munyao - Admission number: R50/9263/2017

Certificate of Consent (to be filled by the respondent)

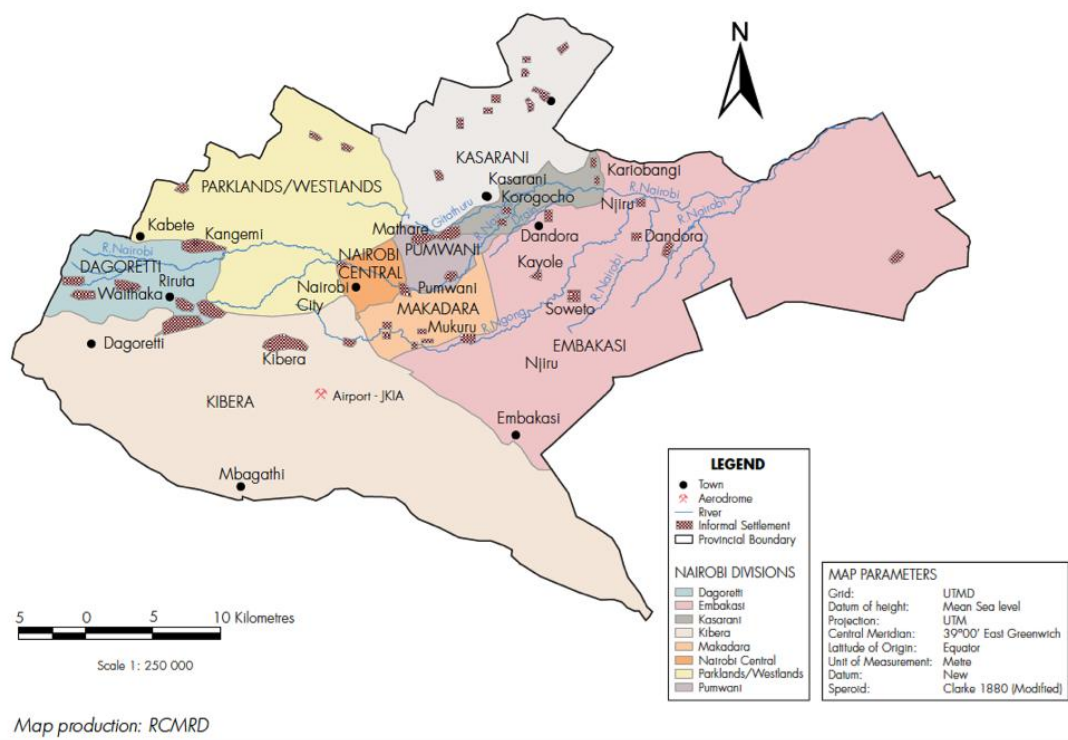
I....., have read and understood the above information (has been read to me). I therefore voluntarily consent to participate as a respondent in this research.

Signature..... Date.....

Part B: Questions

1. What are some of the effects of unemployment in your society amongst the youths?
2. What do you think are the causes of youth unemployment?
3. How does unemployment affect your development/growth and that of the country?
4. What are some of the challenges of youth unemployment in Kenya?
5. To what extent does corruption cause youth unemployment in Kenya?
6. What causes policies and programs to combat youth unemployment in Kenya to fail?
7. How does unemployment affect youth's potential in realizing development?
8. Do you agree that youth unemployment has an impact on societal growth and development?
Yes [] No [] If yes, explain.....
9. What are some of the measures put in place by the government to combat unemployment in Kenya?
10. Do you think these measures in place effective? Please explain your answer
11. What are the challenges facing these measures that the government has put in place to combat youth unemployment?
12. In your view, do you think the youth are taking advantage of these measure put in place to combat youth unemployment?

APPENDIX III: MAP OF NAIROBI COUNTY, KENYA



Source: Google map