

**THE ROLE OF COMMUNITY BASED ORGANIZATIONS IN
ADDRESSING YOUTH UNEMPLOYMENT IN NDEIYA DIVISION,
KIAMBU COUNTY**

BY

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DECLARATION

I hereby declare that this research project has not been previously presented to any other institution for an award of an academic degree.

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DEDICATION

I dedicate this work to my family, my husband Dr. Elijah Macharia Ndung'u for his moral support and our daughters Marieta Gacambi Macharia and Pierra Wairimu Macharia who have been a big inspiration to me during my research study

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ABSTRACT

High rates of youth unemployment pose a major threat to socio-economic development in the African continent. The study therefore endeavours to establish the role played by Community Based Organizations (CBOs) in ameliorating youth unemployment and its concomitant challenges. The research study established the role played by Community Based Organizations (CBOs) in addressing youth unemployment in Ndeiya division, Kiambu county. The research study is aimed at achieving the following objectives, to establish the role of CBOs in addressing youth unemployment, to assess the socio-economic factors contributing towards youth unemployment, to assess the challenges faced by CBOs in addressing youth unemployment and to identify best practices that can be adopted from the existing community based organizations in addressing youth unemployment. The study was guided by structural functionalism theory by Herbert Spencer (1898), Emile Durkheim (1893), Talcott Parsons (1961), and Robert Merton (1957), Social Learning Theory Albert Bandura (1973) and Hopelessness Theory by Abramson et al., (1989). A cross-sectional research design was used to purposively sample a population of 100 respondents (70 youth, 20 CBO Social Workers, 10 key informants and 2 focus group discussions with parents). The data collection tools used included questionnaires, individual interviews and FGDs. The Statistical Package for Social Sciences (SPSS) version 20 for Windows was used to analyze quantitative data and qualitative data was analyzed using content analysis. The main findings of the research were; youth unemployment is a key problem and CBOs play a critical role in addressing youth unemployment in Ndeiya division. The findings also reveal that majority of the youth (86.2%) have been without work and seeking work since their last job and since they left school. Most of these affected youth are between 18-25 years of age. Majority of the youth indicated that they fail to get employed due to lack of viable skills. In addition, women and men are affected differently by youth unemployment. The major causes of unemployment include; youths lacking access of information on new jobs, youths do not have the right skills and education and youths do not have the needed experience. The study concludes that youth unemployment needs to be addressed from a holistic perspective including all the stakeholders (government, CBOs and society at large). This also entails political goodwill, altitudinal change on youth unemployment and resource mobilization. The major recommendation of the study is that CBOs need to play a pivotal role in addressing youth unemployment using innovative and indigenous strategies.

LIST OF TABLES

DECLARATION	ii
DEDICATION	iii
ACKNOWLEDGEMENT	iv
ABSTRACT	v
LIST OF TABLES	vi
LIST OF TABLES	ix
LIST OF FIGURES	x
LIST OF ABBREVIATIONS	xii
CHAPTER ONE	1
INTRODUCTION	1
1.1 Introduction.....	1
1.2 Background of the study	1
1.3 Statement of the problem	7
1.4 Purpose of the study.....	8
1.5 Research Questions of the study	8
1.6 Research Objectives of the study.....	8
1.7 Scope of the study.....	8
1.8 Justification of the Study	9
1.9 Limitations of the study	10
1.10 Definition of key research terminologies and concepts	10
CHAPTER TWO	12
LITERATURE REVIEW	12
2.1 Introduction.....	12
2.2 Review of Related Literature	12
2.2.1 Socio-Economic and Psychological Effects of Youth Unemployment	12
2.2.2 Socio-Economic and Political Effects of Youth Unemployment	13
2.2.3 Challenges Faced by CBOs in Addressing Youth Unemployment	15
2.2.4 Role of CBOs in Addressing Youth Unemployment.....	19
2.3 Theoretical Framework.....	19
2.3.1 Structural Functionalism Theory	19
2.3.2 Social Learning Theory	21
2.3.3 Hopelessness Theory	23
2.4 Major Gaps of the Study	24
2.5 Conceptual Framework of the Study	25

CHAPTER THREE	26
RESEARCH METHODOLOGY	26
3.1 Introduction.....	26
3.2 Research Design	26
3.3 Area of Study	26
3.4 Study Population	27
3.5 Sampling Design	27
3.6 Sample Size.....	27
3.7 Data Collection Methods.....	28
3.8 Pre-Testing the tools.....	28
3.9 Reliability and Validity	28
3.10 Data processing	29
3.11 Ethical Considerations.....	29
CHAPTER FOUR.....	30
DATA PRESENTATION AND ANALYSIS	30
4.1 Introduction.....	30
4.2 Respondents Background Information	30
4.2.1 Respondents Gender	30
4.2.2 Respondents Age Category.....	31
4.2.3 Highest Educational Level.....	31
4.2.4 Religious Affiliation	32
4.2.5 Marital Status	33
4.2.6 CBO agency category	34
4.2.7 Client group CBO serves	35
4.3 Role of CBO’s in Addressing Youth Unemployment	36
4.3.1 Awareness of CBO Initiatives addressing youth unemployment	36
4.3.2 Role of CBOs in addressing youth unemployment	36
4.4 Factors Contributing to Youth Unemployment	37
4.4.1 Awareness of youth who do not seek employment due to lack of skills	37
4.4.2 Youth unemployment due to lack of viable skills	38
4.4.3 Youth not seeking employment due to marriage	39
4.4.4 Prevalence of youth unemployment	40
4.4.5 CBOs prioritizing youth unemployment.....	40
4.4.6 Gender difference in seeking employment	40

4.4.7	Cultural barriers to youth employment	41
4.4.8	Difficulty in finding a job	42
4.4.9	Duration of being without work and seeking work	42
4.4.10	Duration of seeking work	43
4.4.11	Readiness for Employment	44
4.5	CBOs Challenges in Addressing Youth Unemployment.....	44
4.5.1	CBO worker’s challenges in addressing youth unemployment.....	44
4.5.2	Skills, Knowledge base and values that support youth in seeking employment	45
4.6	Strategies Used in Addressing Youth Unemployment.....	46
4.6.1	Approaches used by CBOs and their effectiveness in addressing youth unemployment.....	46
4.6.2	Indigenous approaches used by CBO workers in addressing youth unemployment.....	46
4.6.3	Priority area for intervention while addressing youth unemployment.....	47
4.6.4	Influence of religion on how youth cope with unemployment	47
CHAPTER FIVE.....		49
SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS		49
5.1	Introduction.....	49
5.2	Summary of findings	49
5.2.1	Role of CBO’s in addressing youth unemployment.....	49
5.2.2	Socio-economic factors contributing towards youth unemployment	49
5.2.3	Challenges faced by CBOS in addressing youth unemployment	50
5.2.4	Strategies used in addressing youth unemployment.....	51
5.3	Conclusion	52
5.4	Recommendations.....	53
5.5	Recommendations for further research.....	54
REFERENCES		55
APPENDIX I: QUESTIONNAIRE FOR CBO WORKERS		1
APPENDIX II: QUESTIONNAIRE FOR YOUTH		1
APPENDIX III: QUESTIONNAIRE FOR KEY INFORMANTS.....		1
APPENDIX IV: INTERVIEW SCHEDULE FOR PARENTS		6
APPENDIX V: RESEARCH SCHEDULE		7

LIST OF TABLES

Table 1: Number of unemployed youth.....	38
Table 2: Youth fail to get employed due to lack of viable skills	38
Table 3: Youth fail to get employed due to marriage	39
Table 4: Prevalence of youth unemployment	40
Table 5: CBOs prioritizing youth unemployment	40
Table 6: Gender difference in seeking employment	41
Table 7: Difficulty in finding a job.....	42
Table 8: Duration of being without work and seeking work	43
Table 9: Duration of seeking work	43
Table 10: Readiness for employment	44
Table 11: CBOs challenges in addressing youth unemployment.....	45
Table 12: Skills that support youth in seeking employment.....	45

LIST OF FIGURES

Figure 1: Conceptual Framework.....	25
Figure 2: Data processing Flow Chart	29
Figure 3: Gender Distribution of Respondents	30
Figure 4: Age Dstribution of Respondents	31
Figure 5: Respondents distribution by Educational Level	32
Figure 6: Respondents distribution by Religious Affiliation	33
Figure 7: Respondents Marital Status	34
Figure 8: Agency Category.....	34
Figure 9: Client group served by CBO.....	35
Figure 10: Awareness of CBO Initiatives addressing youth unemployment	36
Figure 11: CBOs Role in addressing youth unemployment.....	37
Figure 12: Youth who do not seek employment due to lack of skills	38
Figure 13: Approaches mostly used by CBOs and their effectiveness	46
Figure 14: CBOs priority area for intervention in addressing youth unemployment.....	47
Figure 15: Influence of religion on youth unemployment	48

LIST OF ABBREVIATIONS

ADB - African Development Bank

A.I.C - African Independent Church

AIDs - Acquired Immunodeficiency Syndrome CBOs - Community Based Organizations

FGDs - Focus Group Discussions

FGM - Female Genital Mutilation GOK - Government of Kenya

HIV - Human Immunodeficiency Virus IEA - Institute for Economic Affairs IGA – Income
Generating Activity

ILO - International Labour Organization

KIPPRA - Kenya Institute of Public Policy Research Analysis KNBS - Kenya National
Bureau of Statistics

MOYAS - Ministry of Youth Affairs and Sports

NACOSTI - National Council for Science Technology and Innovation NGOs – Non
Governmental Organizations

OECD - Organization for Economic Co-operation and Development UNDP - United Nations
Development Fund

UNFPA - United Nations Population Fund SPSS - Statistical Package for Social Sciences

CHAPTER ONE

INTRODUCTION

1.1 Introduction

This chapter presents a brief introduction and background information to the study area. It also discusses the statement of the problem, objectives and research questions of the study. In addition, the justification of the study is discussed and the definition of concepts and key terms presented.

1.2 Background of the study

Youth unemployment is a key challenge if at all a country is to achieve socio-economic development. It has far reaching repercussions and ultimately is an impediment to the economic prosperity of a nation. Moreover, it deprives off especially in developing countries a vital group with crucial impetus for socio-economic prosperity.

High rates of unemployed youth are a representation of widespread individual misfortune and a lost opportunity for critical national and global economic development (Manpower Group, 2012). Sen, (1999) asserts that, unemployment has many far-reaching effects other than loss of income, which include psychological, physical and social harm. Consequently, given the scenario the youth find themselves in due to unemployment especially in developing countries, they end up falling prey to other socially mal-adaptive practices and behaviors. Unable to withstand the situation, many youths readily resort to the easy but dangerous avenues for sustainability such as drug and substance abuse, alcoholism, and prostitution among others (Hawkins & Kim, 2011; Ssebunnya et al, 2009; Gutlove & Thompson, 2003).

The United Nations Population Fund-UNFPA, (2011) contends that, the size of a country's youth population can have a profound impact on development and must therefore be taken into account in policy making. Youth unemployment is a global issue affecting every sphere of our social fabric in society. The result is a predicament for most countries leading to increased poverty rates, widening economic gaps between old and young generations, social exclusion and a burgeoning number of unproductive youth.

Global Perspective

The International Labor Organization-ILO (2012), posits that, there are more than 200 million unemployed people globally. However, in 2018 there was a decline in the number of unemployed people globally at 172 million (ILO, 2019). The youth constitute the most affected population of the unemployed persons with an estimated 6.4 million having given up hope of finding a job and dropped out of the labour market altogether (ILO, 2012). An additional, 140 million individuals as at 2018 were in the category of “potential labour force”, hence classified as underutilized labour (ILO, 2019). They include people looking for jobs but not available for employment or those available but not seeking for employment (ILO, 2019). For instance, more than 75 million young people are unemployed internationally and in Europe close to one in four young people are out of work (European Youth Forum, 2013).

Youth employment is a major challenge affecting countries worldwide and encompasses various perspectives regardless of the socio-economic development stage a country has attained (Coenjaerts et al, 2009). For example, a large number of youth are entering the labour market every year but lack of employment or underemployment is an inevitable persistent challenge that these jobs seeking young people face on a daily basis. Thus this makes it very hard for them to survive especially in developing countries where poverty is rife and even worse in some countries which are still grappling with post-conflict challenges. In addition, the lack of quality education, training proper and improper mechanisms labour markets also poses a big challenge to the youth (Coenjaerts et al, 2009).

The global trend of youth unemployment has incidentally maintained high levels despite positive indications of economic growth in most countries worldwide. For instance, global youth unemployment estimates were at 73.4 million in 2013, an increase of 3.5 million since 2007 and 0.8 million above the 2011 level (ILO,2013). Likewise, in 2014 there were over 201 million unemployed people worldwide and this was over 31 million more than before the onset of the global economic crisis (ILO, 2015). This is a worrying trend and statistics indicate that currently the global employment gap which measures the number of jobs lost since the economic crisis is at 61 million and is projected to rise by 2018 to 81 million (ILO,2014:2015). Consequently, in 2018 there was an estimated 172 million people globally unemployed representing a rate of 5 percent (ILO, 2019). This is lower than the 2014 estimates. However, this still indicates a high number of unemployed youth.

The situation as indicated by the grim statistics mainly affects the youth who are the most productive group in society for socioeconomic prosperity of a country. As compared to other

age groups they find themselves in a very difficult situation without any meaningful jobs. The unemployment rates continually hit them disproportionately and are three times higher than their adult counterparts (ILO, 2012, 2015). The most affected age group is 15-24 whereby the women bearing the brunt of it all than the males (ILO, 2015). This situation is occurring despite an improved trend in educational attainment, as such propelling social discontent (ILO, 2015).

The above depicts a dim picture among the unemployed youth who are actually marginalized in the national development efforts of their countries. Without participation of the youth in progressive socio-economic development, a nation may be doomed to underdevelopment and economic backdrop.

African Perspective

Africa prides itself with a high and robust population characterized by a rising labour force. The continent has immense resources ranging from natural to human resources. However, a major challenge still facing Africa's development is the high rates of unemployment (KIPRA, 2009). Even though the government recognizes that the backbone of the country is with the human resource of the youth, this has not been reciprocated to job opportunities for them.

The working population is much inclined towards the older generation unlike the younger more youth age group. Hence, the opportunities presented by the resources available in the continent are being underutilized and the majority of the productive age group "the youth" are evidently left out. According to the African Development Bank (ADB), there are more than 200 million youth in Africa, representative of 20 percent of the continent's population (ADB, 2011). Consequently, Africa accounts for 11.9 per cent of the total world labour force, with over 368 million women and men (ILO, 2007). However, the sad reality is that the youth make up about 60 percent of the total unemployment in Africa (ADB, 2011). Africa is the youngest continent in the world with close to 70 percent of its population aged below 25 years of age (OECD, 2011). This youthful age category represents 37 percent of the total labour force that projections indicate will expand rapidly than anywhere else in the world (OECD, 2011).

Even though agriculture is among the main source of income in many African countries, it is faced with various challenges including unfavourable or unpredictable weather conditions, poor markets for produce, low performance characterized by severe undercapitalization which inevitably results in low productivity (ILO, 2007). Hence, the majority of the rural population

(90 per cent) can no longer rely on farming for their daily needs resulting to an influx of job seekers due to rural-urban migration (ILO, 2007).

According to the World Bank's statistics, Sub-Saharan Africa has incidentally the highest rates of poverty at 48 percent compared to the rest of the other regions (www.worldbank.org).

In order to tackle the issues faced by the continent such as hunger, poverty and unemployment among others, there is urgent need to create more employment opportunities to uplift the livelihoods of the majority poor. In 2006 the overall unemployment rate in Africa was estimated at 10.3 percent and in Sub-Saharan Africa at 9.8 percent (ILO, 2007). Similarly, youth unemployment in Sub-Saharan Africa is twice that of adults that is, 12.8 percent for youth and 6.5 percent for adults, and triples that of adults in the case of North Africa 27.1 percent for youth and 7 percent for adults (ILO, 2012).

According to the ILO an estimated 4.3 per cent of Africa is unemployed. This indicates a small percentage compared to the 60 percent of the employed (ILO, 2019). However, this does not reflect a sign of a well-functioning labour market since most individuals are in the informal job sector with meager incomes to meet their daily needs and escape from the traps of poverty.

The Kenyan situation is equally affected by youth unemployment and it is a big challenge and a hindrance to socioeconomic development. The Kenyan youth represent a significant number of the population, that is, two thirds of the population of the working age (UNDP, 2013). However, many are faced with employment challenges. For example, 80 percent of Kenya's 2.3 million unemployed are young people between 15 and 34 years of age (UNDP, 2013). This clearly indicates that youth unemployment is a major issue in the country and is an apparent reality of the shortage of formal jobs and inability of the youth to create meaningful sources of income in the informal sector.

Unemployment affects both rural and urban youth with almost in equal measures even though; various variables come into play such as level of education one has attained, gender and other social factors (UNDP, 2013). It is by and large that the unemployed female youth are more affected than their counterpart males. For instance, in the rural and urban areas the females represent the highest rates of unemployment as compared to the males (UNDP, 2013).

Kenya's population is growing at an alarming rate of about 1 million persons each year. For instance, the population has increased in tenfold from 37.7 million in 2009 to 47.6 million in 2019 (KNBS, 2019). This burgeoning population adds to the country's straining economy since majority are not in the working category. The country's rapid population growth which is among the world's fastest greatly increases pressure on the country's resources further perpetuating poverty¹. Among this large population the youth represent the bulk of it. The youth in Kenya (18-34 years old) represent more than a third of the entire population, while about 80 percent of the population are less than 35 years old (UNDP, 2013).

More over the rapid economic growth has not been matched by creation of decent jobs especially for the youth (UNDP, 2013). Even though there is a promising look at the economic growth of the country, these gains are watered down by the fact that a large number of the population are unemployed and thus increase the dependency ratio.

At independence in 1963, poverty, illiteracy and unemployment were identified by the Kenya government as the main challenges facing the country. Besides, unemployment and underemployment were identified as Kenya's most difficult and persistent problems (GOK, 1969: 1983: 2008b, 2008c, cited in Omolo, 2010.p.3). Millions are unemployed or underemployed and cannot meet their basic necessities; hence increasing dependency on the government's diminishing resources.

The ever increasing population in the country is not doing any justice to the already constrained economy. There are more people than the job market can absorb leaving out many who would have otherwise gained an opportunity for meaningful employment and a source of income, hence worsening the situation.

The Kenya National Bureau of Statistics-KNBS indicates that, 12.7 million out of the 14.6 million labour force were reported as employed with the remaining 1.9 million people being openly unemployed (KNBS, 2008). In addition, approximately 67 per cent of the unemployed in the country were the youth (KNBS, 2008). This is due to the fact that they are not absorbed in the job market owing to the country's high unemployment situation.

¹ Kenya food security brief (2013). Retrieved from http://www.fews.net/sites/default/files/documents/reports/Kenya_Food%20Security_In_Brief_2013_f inal_0.pdf

According to the 2015/16 Kenya integrated household budget survey (KIHBS) labour force basic report, the unemployment rate has marginally decreased from 12.7 percent in 2005/06, 9.7 percent in 2009 and 7.4 percent in 2015/16 (KNBS, 2018).

Consequently, the country's population growth has been on an upward scale, for instance, in 2009 the population size was slightly over seven fold the population in 1948 and over four fold that of 1962 (Njonjo, 2010). Consequently, in 2019, there was an estimated 7.7 billion people worldwide and projections indicate a global population increase to around 8.5 billion in 2030, 9.7 billion in 2050, and 10.9 billion in 2100 (United Nations, Department of Economic and Social Affairs, Population Division, 2019).

Majority of Kenyans (75.1 percent) are below 35 years old (KNBS, 2018). Having this in mind, the creation of adequate, productive and sustainable employment has eminently been a challenge in the country, worse still, some of those absorbed in the labor market have jobs that do not match their qualifications and personal development goals (MOYAS, 2006. p.3 cited in Ponge, 2013.p.4). Moreover, majority of Kenyans are unemployed, underemployed or underpaid and are therefore in the swelling ranks of the working poor (IEA, 2010). In addition, a large proportion of young adults and a rapid rate of growth in the working age population exacerbates unemployment, prolongs dependency on parents, diminishes self-esteem and fuels frustrations, which increase the likelihood of violence or conflict (IEA, 2010). For instance, unemployment and or lack of a sustainable source of income especially among the youth leads them to fall victims of organized gang recruitment (Waki, 2010).

Assessing from the above youth unemployment phenomenon it is clear that if there are no meaningful job opportunities for the youth then not only will it hamper developmental initiatives but also create a much bigger problem with dire consequences of youth unemployment ranging from dependency syndrome, drug and substance abuse, increase in crime, prostitution and psychological issues among other maladaptive behaviours. Hence, the much needed inputs urgently required for growth makes it harder especially for developing countries to realize the benefits of labor-intensive growth strategies.

From the foregoing therefore, it is vital to address youth unemployment for socioeconomic prosperity in a country to be achieved. In this regard, the study attempted to establish the role of community based organizations (CBOs) play in addressing youth unemployment which is a key challenge in Ndeiya Division.

1.3 Statement of the problem

Youth unemployment in Kenya is a challenge that has gradually grown in with adverse effects on the youth. The study focused on youth unemployment in Ndeiya Division. The study area had a population of approximately 26,387 people in 2009 as per the last population census count (KNBS, 2010) and currently has a population of 30,819 with 15, 474 males and 15, 345 females as per the 2019 population census (KNBS, 2019). Compounded with the increasing population, Ndeiya division is faced with a myriad of social challenges that result from several factors including, low rainfall, low levels of education, high levels of unemployment, unavailability of infrastructure persistent water shortages, HIV/AIDs Pandemic and an increasing population.

The high youth unemployment levels persistent in the area are exacerbated by malignant poverty sometimes declared by the government as a national disaster which often pose a big threat to the livelihoods of the youth in Ndeiya Division. This results to the youth engaging into drug abuse and general feeling of hopelessness characterized by many manifesting symptoms of mild depression. In addition to this, there are low transition rates from primary to secondary school, unplanned parenthood and early marriages and emigration among other manifesting problems within the area.

With such a devastating state of the youth one may ask, what role do or can Community Based Organizations (CBOs) play to help in ameliorating the situation the youth find themselves in? the research study endeavoured to answer this question by establishing the specific role that community based organizations play in addressing youth unemployment in Ndeiya Division, Kiambu County. The community based organization within Ndeiya division have primarily concentrated on other sectors like healthcare, education and women empowerment among others of developmental initiatives and little or no focus at all is given to the youth unemployment problem. Thus, there is need for the CBOs to put more emphasis on addressing youth unemployment in Ndeiya division.

1.4 Purpose of the study

To establish the role played by community based organizations in addressing youth unemployment in Ndeiya division.

1.5 Research Questions of the study

- 1 What specific role do community based organizations play in addressing youth unemployment in Ndeiya Division?
- 2 What socio-economic factors contribute towards youth unemployment in Ndeiya Division?
- 3 What are the challenges faced by CBOs in addressing youth unemployment in Ndeiya Division?
- 4 What best practices can be adopted from the existing community based organizations in addressing youth unemployment in Ndeiya Division?

1.6 Research Objectives of the study

- 1 To establish the role of community based organizations in addressing youth unemployment in Ndeiya Division.
- 2 To assess the socio-economic factors contributing towards youth unemployment in Ndeiya Division.
- 3 To assess the challenges faced by CBOs in addressing youth unemployment in Ndeiya Division.
- 4 To identify best practices that can be adopted from the existing community based organizations in addressing youth unemployment in Ndeiya Division.

1.7 Scope of the study

The study sought to assess the role played by Community Based Organizations in addressing youth unemployment. This is the most affected population in terms of unemployment within the country. The study was conducted in Ndeiya Division, Kiambu County in Kenya with the aim of assessing the role played by community based organizations in addressing youth unemployment in Ndeiya division. The study population comprised of the youth, community based organization workers, parents of the youth and key informants (local government administration, clergy and village elders) within Ndeiya division.

1.8 Justification of the Study

It is a fact that the youth unemployment hampers the economic prosperity of a nation and may result to detrimental negative effects to the population. Thus it is with no doubt the youth are still considered as a key fundamental group in the building of a nation. They can be equated as being the backbone to fuelling the mechanization of a nation to socio-economic prosperity or rather a vital driving force to a countries social development (ILO, 2011). Therefore, it is vital to address youth unemployment from a multi-sectoral perspective rather than focusing only on the government intervention.

It is envisioned by the researcher that the study will contribute towards enriching the social work and sociology discipline with knowledge on youth unemployment and existing gaps in addressing youth unemployment. The focus was on the socio-economic, political and psychological aspects that hinder access to youth employment or those that may perpetuate youth unemployment. This will provide some vital information to the field of community development and most importantly help in the formulation of policy in addressing youth unemployment problem in Kenya.

In addition, it attempted to address the socio economic factors leading to youth unemployment and will try to identify the issues bedevilling the youth in getting meaningful sources of income both from the formal and informal sector. It is no doubt that avenues have to be sufficient for job creation for the youth to be realized.

It is with this realization that the study attempted to identify some of the challenges in relation to community development and more so rural development be they structural or socio-cultural or political that hinder the youth from engaging in meaningful employment opportunities or accessing avenues for capital to engage in income generating activities (IGA, s). Moreover, the information gathered will further help in adopting best practice strategies that can help in ameliorating youth unemployment in the country. Even though, the research study attempted to assess the CBOs role in addressing youth unemployment within Ndeiya Division, the findings may be applicable to other areas in the country. Hence, the findings will be instrumental for government in contributing towards policy formulation that can help in alleviating youth unemployment within Ndeiya Division and the country at large.

It is equally aimed at contributing towards poverty reduction efforts and is in tandem with achieving Kenya Vision 2030 through social development and enhancing the psychosocial wellbeing of the individuals.

1.9 Limitations of the study

The research study only covered Ndeiya Division in Kiambu County. This is in consideration of the research topic and nature of the problems experienced in the study area including specific unique characteristic aspects of study within the area of study. Hence, the researcher perceived this as instrumental aspect for the choice of study area and in providing reliable and relevant research data. Nevertheless, a countrywide research would be necessary for comparison purposes with other counties in assessing the magnitude of the problem under study. More so, due to financial constraints the research did not cover many counties. However, the research findings are envisaged to be generalizable and applicable in other counties in the country in respect to the problem under study.

1.10 Definition of key research terminologies and concepts

Youth - The youth are defined as person's resident in Kenya in the age bracket 15 to 30 years. This takes into account the physical, psychological, cultural, social, biological and political definitions of the term (Kenya National Youth Policy, 2006). Similarly, the United Nations defines youth as individuals between the ages of 15 and 24. Kenya's constitution defines youth as all individuals in the republic who have attained the age of 18 years but have not attained the age of 35 (GOK, 2010). For purposes of this study the youth were considered as persons of 18 to 35 years.

Community Based Organizations (CBOs) – these are non-profit organizations particularly service agencies providing services within the communities. They include churches, unions, schools, health care agencies, social-service groups, fraternities, and clubs.

Youth Unemployment –in this study youth unemployment will refer to those individuals between 18-35 years who do not have any meaningful income to support themselves in terms of meeting their basic needs. who have not worked more than one hour during the short reference period but who are available for and actively seeking work (O'Higgins, 1997).

Socio-economic factors – those social and economic factors that hinder the youth towards accessing meaningful employment opportunities.

Community Based Organizational Challenges – this refers to the issues faced by the community based organization in discharging their mandate of addressing youth unemployment.

Psychosocial support – this refers to the psychological support including counselling services offered to individuals to address their personal problems or issues.

Skills mismatch – refers to the situation when workers do not comply with the skills needed to carry out a specific job for both technical and non-technical skills.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

The chapter discusses the critical themes arising from the literature review for this study.

It includes the reviewed literature on youth unemployment and highlights the various aspects or challenges that accompany youth unemployment. The socio-economic factors that may contribute to youth unemployment, challenges faced by CBOs in addressing youth unemployment and also the role of community based organizations in addressing youth unemployment amongst such other issues have been discussed in this chapter.

2.2 Review of Related Literature

2.2.1 Socio-Economic and Psychological Effects of Youth Unemployment

Unemployment is a global issue with far reaching implications to the country's socio-economic progress and wellbeing of the affected individuals. It is more pronounced in the developing countries with far reaching social, economic, political and psychological consequences (Ayinde, 2008; Emeka, 2011; Chigunta, 2002, cf. Yarima, 2014). Unemployment, is a difficult concept to define and measure since it depends on the economy of the areas, social settings, culture and education system (Msigwa & Kipsha, 2015). In addition, youth unemployment has been linked with increased crime, alcohol and drug abuse, and teenage pregnancy (Msigwa & Kipsha, 2015). Youth unemployment poses a key challenge for both developed and developing countries in the world today (ILO, 2015; Msigwa & Kipsha, 2015). Despite the youth having advanced in educational attainment, they remain in a precarious situation worldwide in the labour market (Marcus & Gavrilovic, 2010). They are a very vulnerable group and affected most by lack of meaningful employment opportunities.

Research has shown that extended spells of unemployment have significant long-term repercussions on income and employment stability especially to the youth, as well as being a huge waste of talent and productivity for a country (Manpower Group, 2012). This may also affect the young people psychologically leading to issues varying from low self-esteem, adjustment issues, relationship issues and depression. They are denied a chance to explore their and utilize their full potentials in life. The dire consequences of unemployment are manifested in psychological and behavioural deformations of personality. For example: "Long-term

unemployment turns into psychological and behavioural deformations” (<http://www.unesco.org/most/p86doc3.htm>).

The statistics of youth unemployment portray a gloomy picture of the young individuals who represent the bulk population in most developing countries especially in the Sub Saharan region. The ILO posits that; the youth are three times more likely to be unemployed than adults with about 73 million of the youth seeking meaningful work worldwide. Similarly, Msigwa & Kipsha, (2015) posit that, unemployment is considerably higher among the youth as compared to the adult population in both developed and developing countries. Therefore, going by the above it is clear that the youth are a vulnerable group especially the educated unemployed. The youth as illustrated by the ILO are: -

“a scarred generation of young workers facing a dangerous mix of high unemployment, increased inactivity and precarious work in developed countries, as well as persistently high working poverty in the developing world” (<http://www.ilo.org/global/topics/youth-employment/lang-en/index.htm>)

In Africa, the youth unemployment is aggravated by the burgeoning youth population with its challenges which is significantly higher compared to other regions. That is, 70 percent of the region’s population is under the age of 30, and slightly more than 20 percent are young people between the ages of 15 to 24 (http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_180516/lang--en/index.htm). For instance, North Africa has the highest rates of youth unemployment with one in four young people being jobless (http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_180516/lang-en/index.htm)

Thus youth unemployment is a critical issue that hampers social economic development and likewise affects the youth’s psychological wellbeing.

The youth look forward to completing their education, starting a relationship or a family and preparing for the future adult life as a transition from adolescence to adulthood. This is significantly hampered by unemployment and its related challenges and equally affects their socio-economic independence. Such a scenario puts the unemployed youth in a potentially vulnerable position and many may experience psychological issues ranging from depression, frustration, relationship issues, some engage in maladaptive behaviours like crime, drug abuse and alcoholism just to mention a few of the challenges persistent.

2.2.2 Socio-Economic and Political Effects of Youth Unemployment

The youth are undoubtedly the biggest resource a country has to foster its socio-economic and political agenda. In their numbers, they provide the much desired boost through their untapped

talents, knowledge, education, ingenuity and versatility a country needs for progressive change and development. The youth, if well-coordinated are a power to reckon with for social economic development of a country and more so in developing countries. Youth unemployment may have serious repercussions on the country's socio-economic prosperity and political stability. For instance, Choucri, (1974) argues that high unemployment among the youth especially the educated is a potentially violent socio-political factor in any regime (Azeng & Yogo, 2013). Likewise, Goldstone, (2001) posits that high rates of educated youth has preceded historical episodes of political upheaval (Azeng & Yogo, 2013). This is a clear indication that the higher the rate of unemployed educated youth the more risk a country faces in socio-political stability. Hence, unemployment among the youth is a major concern that government needs to address in order to maintain a politically stable environment for its people.

Unemployment also leads to youth engaging into criminal activities. For instance, they are prime targets for militia recruitments in some countries and radicalization into terrorism. Lia, (2005), notes that unemployed educated youth have been victims of youth radicalization in the Middle East joining as recruits in militant organizations (Azeng & Yogo, 2013). In Kenya the situation is no different, whereby frustration among the educated youth has pushed them to unimaginable scales of eking a living by joining militant groups, for example the Alshabab terror group currently present in Somalia with the promise of a better life and pay. This is equally supported by Urdal, (2006), that the Sub-Saharan region has a high risk of political instability due to a burgeoning number of unemployed educated youth (Azeng & Yogo, 2013). Moreso, studies have shown that there is a link between youth unemployment and threat to socio-economic and political stability leading to political instability and internal conflicts of nations (Urdal, 2006 & 2012: Collier & Hoeffler, 2002: Miguel et al 2004, cf. Miguel & Satyanath 2011).

The trickledown effect of unemployment is a risk factor for socio-political prosperity of a nation and further compounds the country's unemployment problem. It is only by providing alternative means of survival or earning a living for the youth which will help in addressing this complex issue of youth unemployment. Thus, the community based organizations in their own capacities need to intervene and work closely with governments in helping the youth with their untapped energies and talent to provide for alternative measures for youth employment.

2.2.3 Challenges Faced by CBOs in Addressing Youth Unemployment

According to Goldin et al (2015) youth unemployment hinders social economic develop of a country with serious ramifications on the affected youth. It drags an economy and society, denigrating productivity, spending, and investment, stunting national growth.

It is essential that the majority youth population be in meaningful employment to enable sustainable development of a nation to be realized. This is reiterated by Ban Ki-moon noting that, "... employment and decent work, particularly for young people, are the backbone of development." (Goldin et al. 2015. p.2.).

According to the UNDP (2013) report, "Kenya's Youth Employment Challenge"; the youth represents two thirds of the population of the working age who majority of them face the hardships of unemployment. It cites some of the challenges the youth face in Sub-Saharan Africa, especially in Kenya are:

a) Mismatch of skills

This occurs mainly when workers do not comply with the skills needed to carry out a specific job for both technical and non-technical skills. For example, technical/cognitive knowledge and expertise on a specific field and non-technical/non-cognitive negotiation, accessing social networks, how to influence and persuade, how to perceive and listen to other UNDP, 2013).

In Kenya the labour market is characterized by dynamism and most of the youth may not have the needed skills to match the jobs available. This locks out most of them from employment opportunities. For instance, most institutions of higher learning emphasis more on the theoretical knowledge of their students and less on the demands of the present changing tide of the job market. Fresh youth graduates from college or school drop-outs with no prior experience have no chance of accessing quality jobs (Kaane, 2014). For example, you will find a fresh Bachelor of Commerce graduate doing a security guard job which is a mismatch of skills.

To further aggravate the situation some employers demand for specific prerequisite skills for some job appointments. This incidentally discourages most of the youth and they shy away from applying into such companies or organizations. The resultant implication of such scenarios lead the youth to job mismatch careers. They focus on the financial compensation for the job rather than the skills they possess or aspired career goals. For example, a social worker may end up working in a bank as a teller due to the financial benefits of the job. Such career job sectors have enticed the youth since these sectors mostly need little or no experience and conduct on the job training for their newly hired employees (Kaane, 2014).

b) Unfavorable geographical distribution of jobs

The ILO (2012) report – “Working with Youth: Addressing the Youth Employment Challenge”, cites a major barrier to youth employment is due to low economic growth. Low economic growth results to low levels of private sector investment, insufficient trade dynamism, and less start- up activity. Such eminent conditions reduce labour demand and hinder job creation, especially for the youth (ILO, 2012).

The Kenyan situation is dire for the youth since there are insufficient job opportunities in the formal sector to match the number of new youth into the labour market (Kaane, 2014). The job opportunities equally favour some youth due to their geographical. For instance, Kenya’s rural youth have fewer opportunities than their urban counterparts (Kaane, 2014). For example, a youth on the Northern part of Kenya may not have job opportunities due to the harsh climatic conditions & non-development projects in the locality compared to a youth in major towns like Nairobi or Mombasa.

c) Lack of proper information

Lack of proper information or the complete lack of it disadvantages most youth seeking for job opportunities. For instance, inadequate or unsatisfactory information on accessible jobs, limits the youth who have weaker access to job networks and social capital (ILO, 2012).

The lack of adequate information poses a challenge for the youth in finding employment. This scenario creates frustration and disillusionment among the youth and some end up taking any job offer that comes their way regardless of the qualifications required.

According to Kaane (2014) lack of an updated labour market information or national skills inventory in Kenya propounds the youth unemployment issue. There is a lack of proper job networking platform and awareness creation for the youth jobseekers to link them to potential employers. For example, the KNBS National Manpower Survey 2011-2012 reveals that country has been relying on piecemeal and ad hoc surveys to inform human resource planning, development and utilization (Kaane, 2014).

Therefore, lack of a proper and efficient job network platform for the youth by the government impedes creation and dissemination of high quality employment information, which denies the youth important job opportunities.

d) Ethnicity and corruption

Ethnicity and corruption has engulfed the labour market like a bush fire. It is common to hear the youth say that you cannot get a job if you do not know anyone or have a godfather to assist you. Such desperate remarks by the youth indicate the magnitude of corruption in the labour market and the extent to which employers go to extort from the already suffering group of youth job seekers. In Kenya nepotism still poses a big threat to youth employment. This is what Kaane (2014) refers to as the 'who you know syndrome'. It is based on how well one is connected with a person in the workforce and who can connect you to your preferred job. Others refer to them as god fathers in the job industry. Those without such privileges end up in frustration and disillusionment of being unemployed. A good example is that of an individual who owns a business company and employs majority from his ethnic community and relatives.

e) Gender and cultural biases

Females are more affected than their male counterparts in terms of unemployment. in the Kenyan situation unemployment among the females is higher than males.

In the rural areas of Kenya, young women account for large numbers of the unemployed and the situation is the same in the urban areas where females have the highest rates of unemployment as well. This trend may be due to society putting more emphasis on the boy child education than on the girl child. This is equally confirmed by Kaane (2014) noting that, in the Kenyan situation, education of the boy child is given more preference than the girl child. Likewise, there is gender bias among some organizations whereby the male employees are preferred to the female ones. Masculinity and their biological dispensation plays a key factor especially in the top notch positions. This situation puts the female gender under much discrimination in getting employable job opportunities. Hence, women are faced with various structural limitations in participating effectively in economic activities (Okojie, 2003). For example, in Kenya, many pastoral communities such as Maasai, Nandi do not empower the girl child education and job opportunities instead continue to engage in cultural practises of FGM and marry off their girl children to older men.

f) Lack of access to capital and business training

Kaane (2014) notes that the Kenyan situation of youth unemployment is heightened by lack of available resources among majority of the jobless youth who ca not cater for their economic needs. The lack of available capital to the youth compounded by existent obstacles or stringent requirements experienced in accessing the government funds set aside for youth initiatives are just too much to bear for the youth seeking jobs or income generating activities start-up capital.

Majority of such frustrated youth especially the less resilient find themselves with no other

option but to search for any manual job that comes their way in order to sustain themselves. Others have resulted into using unscrupulous ways of getting jobs to overcome poverty. For instance, some have resulted into gambling and joining betting clubs or online platforms which have ended up being risky for most losing the little money they had saved and driving them deeper into frustrations and depression.

g) Limited youth participation

The youth ought to be included in the youth employment programs and policies so as to address most of their needs. However, this is not the case in most African countries, Kenya included. They are hardly involved in the policy and deliberation process and forums in government. Often the older generation are involved in such policy development platforms to deliberate on youth issues yet the youth who are the affected individuals are side-lined from advocating their issues. The youth ought to have such platforms since they understand their own issues better than the older generation. Hence, such limited participation renders the youth vulnerable to unemployment since they do not have access to the policy making process, implementation and monitoring of youth employment programs.

For instance, in a round table meeting held in France on youth employment, it was noted by participants that the young people were not involved in the policy making process in the stimulus policy packages on the onset of the economic and financial crisis in Europe (Perkins et al., 2007 cited in D'Agostino & Visser, 2010).

h) Lack of work experience

This is also one of the many impediments that face the youth in their job seeking experiences. There are some employers who seek to have experienced employees only. For some they perceive the experienced as being more mature and other organizations and employees see this as a way to cut cost on training. Some organizations perceive the expense of training unexperienced youth as an unnecessary cost and time consuming which should be avoided if necessary at all. Such organizations do not want to invest in training the fresh graduates or employees. They end up recruiting from the crowded market or expatriates from other countries (Kaane, 2014). This means that those youths fresh from university and college may be cut off from possible employment due to lack of work experience. It is such stereotypes that act as impediments for most job seeking youth. Thus, this leads to marginalization of the youth who are disadvantaged (ILO, 2012).

2.2.4 Role of CBOs in Addressing Youth Unemployment

Lack of adequate resources limits community based organisations in discharging their duties effectively. Some of the CBOs core programs is in poverty alleviation especially among the youth. Such programs by the CBOs are hampered by lack of resources, hence, this has a trickle-down effect on the youth since they end up not being assisted effectively by the CBOs towards youth employment opportunities or income generating initiatives.

In addition, there are those CBOs that are faith-based organizations and have preference on their target population and may not focus on youth unemployment issues. Their programs may explicitly relay a religious mandate or vision and may have selection biases on their target population (Unruh and Sider, 2004). The result of such will lead to biases and stereotypes among the youth. Also, peer-based stereotypes especially when community service is perceived in a negative way or being “uncool” by the youth (Perkins et al., 2007) may hinder participation in community based programs.

Faith based organisations face other challenges like lack of adequate financial resources and organizational capacity to run their programs and effectively address youth unemployment issues (Grossman, et al., 2001).

CBOs also face numerous challenges in encouraging youth participate in civic initiatives within their communities where they are based (D’Agostino & Visser, 2010). Most youth want immediacy in terms of job opportunities, hence, they may not consider participating in civic initiatives as a priority as compared to seeking employment with financial gain.

2.3 Theoretical Framework

2.3.1 Structural Functionalism Theory

The major proponents of functionalist theory include Herbert Spencer (1898), Emile Durkheim (1893), Talcott Parsons (1961), and Robert Merton 1957) (Mooney, Knox & Schacht (2007). The main proponents commonly associated with structural functionalism perspective are Herbert Spencer and Robert Merton, however, the others (Emile Durkheim and Talcott Parsons) equally contributed to this theory. The main aspect of this theory is that society exists as an interconnected system of parts functioning in accord to sustain an equilibrium for the whole. The theory emphasizes how each part of the society influences other parts in an interconnected relationship (Merton, 1968). Merton, further notes that, each of the social institutions contributes important functions for society: for instance, the family is involved in reproduction, nurturing, and socialization of children. Education is an avenue for transmitting societal skills,

knowledge, and culture to its youth. Politics offers governance to society members, economics offers production, distribution, and consumption of goods and services while religion offers moral guidance and an outlet for worship of a higher being (Merton, 1968).

In this study the researcher used Merton's elaborated structural-functionalist perspective whereby Merton proposed between manifest, latent and dysfunction functions (Merton, 1957).

Manifest Function – this is the anticipated purpose of an institution or a phenomenon in a social system. For example, the expectation of schools is to publicly educate the children with adequate knowledge and abilities thus, preparing them in contributing towards the economies workforce. For example, in Kenya the socio-political structures in place are meant to provide the youth education so that they can acquire good grades, then graduate and find good jobs in their career journey. The societal structures should be favorable to provide the job opportunities.

Manifest function should be seen through the Government providing community services and education to train students for employment.

a) Latent Function – this is the unexpected function. This may be unwanted, but unintentional consequences of any social pattern. For example, latent functions of education apply to the youth when they are in school or colleges and in new work places. They interact and meet new people, take part in extracurricular activities such as sports and social gatherings such as parties. Some even find spouses. An example of undesirable consequence is when youth engage in drug abuse due to peer pressure. This leads to low productivity levels which affect their studies and work. Latent function should be through the government in providing employment opportunities and education is seen as a way of meeting new people.

b) Dysfunction – this is the unwanted consequence society's social operational patterns. It represents failure to achieve manifest functions in society. Dysfunction of education among the youth includes not getting good grades. This leads to not getting good jobs that will enhance their career journey. Dysfunction means the Government engages corruption in the education sector leading to no graduation and inevitably affects youth unemployment.

From the above Merton demonstrates societal elements as functional (manifest) if contributing to social stability and dysfunctional if social stability is disrupted (Merton,1968). This theory supports the study because Youth unemployment in Kenya has contributed immensely in social instability of the country confirming Merton's dysfunctional theory.

The Unemployment has made youth not fit in the socio-economic and political structures and share common cultural norms and beliefs in the society. There is also a major challenge in Kenya of many youth finishing university education but not getting formal employment. The study established whether the Community Based Organisations have played a role in dealing this major social problem to enhance social stability.

2.3.2 Social Learning Theory

Albert Bandura was the proponent of this theory and he postulated that learning can occur through observation. His theory focuses on overt behavior that is learned through observation. The process of learning is called observational learning, a learning process through which behavior is acquired by observing other people's behavior (Schultz & Schultz, 2009). According to Bandura, all forms of individual behavior can be learned without experiencing any reinforcement. He notes that, any behavior can be acquired through direct learning as well as vicariously through observation of other peoples' behaviors and their consequences (Bandura, 1973). A distinctive feature of Bandura's theory is that, rather than individuals experiencing reinforcement for their actions, they learn through vicarious reinforcement by observation of other peoples' behaviors and their consequences (Schultz & Schultz, 2009). Likewise, Bandura believes that cognitive processes have a significant influence towards observational learning. That is, rather than automatically imitating other people's behaviors, we make a conscious and deliberate decision to behave in the same way (Schultz & Schultz, 2009). Bandura, considers learning of behavior as mediated by our own cognitive processes (Bandura, 1973).

According to Bandura, humans learn behavior through example, either intentionally or accidentally. Thus, humans learn through observing other peoples' behavior and patterning them to theirs (Bandura, Ross, & Ross, 1963). Behaviour is also learned through modelling, observing the behaviour of a model and repeating it ourselves. It is possible to acquire responses that we have never performed (Bandura, Ross, & Ross, 1963). However, individual behaviour that is usually suppressed or inhibited may be performed more readily under the influence of a model, a phenomenon Bandura called disinhibition (Bandura, 1973). It refers to the weakening of an inhibition or restraint through exposure to a model. For example, people in a crowd may start a riot, breaking windows and shouting, exhibiting physical and verbal behaviours they would never perform when alone. (Schultz & Schultz, 2009). In the Kenyan situation we see the youth identifying with the celebrities in social media, for example the

musicians who earn a lot of money but are not employed. Also there are those who are in businesses and are prolific in their endeavors but are never employed, these become role models for the youth. This is in line with Bandura's theory of social modeling, whereby the youth imitate the behavior of their models through observation and adopt the same in their social and career aspirations. Another example is from the founder of Microsoft, Facebook, Bill Gates and Mike Zuckerberg and Njenga Karume (Kenyan) who never completed their university education but are billionaires. These are some of the models some Kenyan youth identify as their models who have made it in their business triumphs.

Subsequently, we acquire our individual behaviors through the socialization process and agents of socialization we went through. For example, parents are the major role models where individuals learn their language are socialized into their cultural customs and norms. Hence, individuals who deviate from societal and cultural norms may have learned their behaviours from models the rest of society considers undesirable (Schultz & Schultz, 2009). According to Bandura, we are more likely to be influenced by models our own age and sex. For example, peers who appear successful or seem to have successfully solved the problems that we are faced with are highly influential models (Bandura:1973; Schultz & Schultz, 2009). This is a phenomenon common among the youth who may identify with their peers who seem to be doing well in life and imitating their behaviors. Hence, some may decline job opportunities since they see no reason of working while their counterparts seem financially stable and achieved their career aspirations and are not employed. This may be a misguided choice they make and may end up never getting to where their peers are and never get employed or remain in cyclical poverty. According to Bandura the retention process plays a pivotal role in determining behaviour acquisition by individuals. That is, individuals must be able to remember significant aspects of their model's behaviour so as to repeat it later. (Schultz & Schultz, 2009). Thus the cognitive processes are important in developing and modifying behavior.

Another aspect in Bandura's theory is self-efficacy, meaning, an individual's feelings of adequacy, efficiency and competence in coping with life (Bandura; 1973). This can be described in terms of our perceptions of the control we have over our life. ((Bandura, 1973; Schultz & Schultz, 2009).

Therefore, meeting and maintaining our performance standards enhances self-efficacy and failure to meet and maintain them reduces it (Schultz & Schultz, 2009). For example, People strive to exercise control over events that affect their lives and inability to exert influence over things that adversely affect one's life breeds apprehension, apathy, or despair (Bandura, 1995, p. 1 cited in Schultz & Schultz, 2009). This is common among the Kenyan youth who are

frustrated, desperate or have given up in looking for employment opportunities.

Bandura (1995), posits that, people with low self-efficacy feel helpless, unable to exercise control over life events and believe any effort they make is futile. He further argues that, “a strong sense of coping efficacy reduces vulnerability to stress and depression in taxing situations and strengthens resiliency to adversity” (Bandura, 2001, p. 10). This is characteristic of the youth who give up easily due to numerous attempts of job searching, they end up giving up in looking for employment. In addition, the youth may end up engaging in maladaptive behaviours like alcoholism, involvement in crime and criminal gangs. Bandura (1995) in concurrence argues that, individuals with extremely low self-efficacy can affect the person in destroying motivation, lowering aspirations, interfering with cognitive abilities, and adversely affect physical health.

Therefore, the researcher perceived the above theory helped in assessing how the youth identify and associate with the various role models and how they impact in their lives. This is important in the youth looking for jobs and those neglecting job opportunities due to identification with roles models.

2.3.3 Hopelessness Theory

The proponents of the hopelessness theory of depression are Abramson, Metalsky, & Alloy, (1989). The theory is a cognitive diathesis-stress model of depression. According to Abramson et al., (1989), the hopelessness theory of depression is a vulnerability-stress model focusing on hopelessness depression as resulting from cognitive vulnerabilities and the occurrence of negative life events (Panzarella, Alloy & Whitehouse, 2006). Abramson, et al, (1995) posits that, the hopelessness theory proposes a series of contributory and sufficient causes that interact with each other to culminate in hopelessness depression (Abela & Seligman, 2000).

Abramson et al, (1989) argue that, the contributory factors to the formation of hopelessness is seen as arising from a causal chain beginning with the occurrence of negative life events or the non-occurrence of positive life events. This is a common feature for the youth who are unemployed and are struggling to eke a living. For such youth, the hope of getting a job after graduating tends to become more of a myth to them than a reality.

Hence, some may give up and lose hope putting them in a stressful situation. In addition, Alloy & Clements, (1998), confirm these when they indicate that, the hopelessness is more likely to occur when individuals infer that important negative life events are due to stable (enduring) and global (widespread) causes, or will lead to negative consequences in the future. This is a phenomenon characteristic of the youth in Kenya who have on endless times applied for jobs to no avail.

From the above, stressful situations caused by lack of employment can hinder the youth's psychosocial development and render them into a state of hopelessness which in turn can cause other severe psychological problems like depression.

According to Abela & Seligman, (2000) argue that there are three attributes to the causes of hopelessness depression; -

- a) Attributing negative events to global and stable causes
- b) Perceiving negative events as having many negative consequences, and
- c) Inferring negative characteristics about the self when negative events occur.

They argue that, each of the above predisposes the individual to hopelessness depression and other psychopathological disorders (Abela & Seligman, 2000).

In the Kenyan society, youth unemployment is a major issue with severe consequences, socially, economically and psychologically. It is also a hindrance to social development since the youth are the backbone of the economy and future leaders of our country.

This theory assisted the researcher in identifying the resilience levels and capacities of the youth in Ndeiya. More importantly, it helped in identifying the stress coping mechanisms due to unemployment issues. The researcher assessed the activities and behaviours the youth engage especially those who reach that level of desperation and hopelessness and have low resiliency levels.

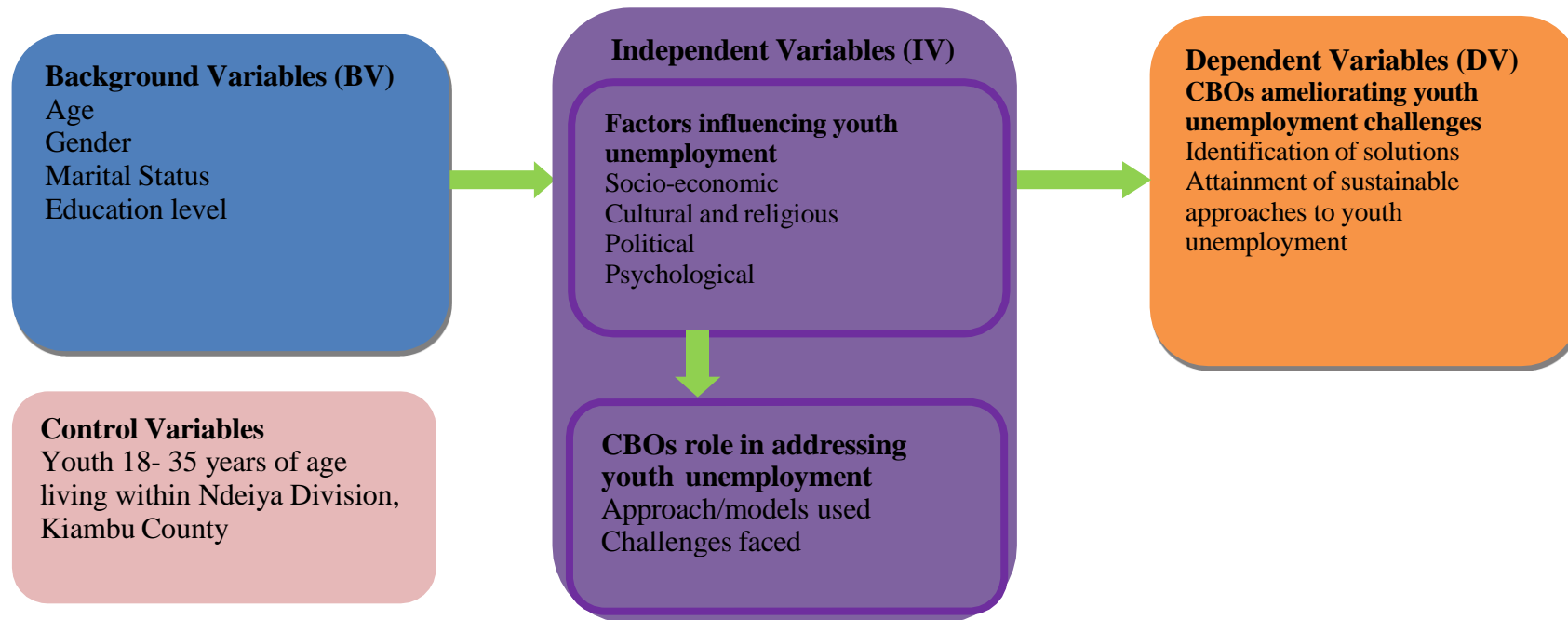
2.4 Major Gaps of the Study

The challenges of youth unemployment cut across all African countries. Its therefore important that governments share best practices in combating the issue of youth unemployment in Africa. This would assist in the development of policy and programs aimed at addressing youth unemployment from an African perspective. This study envisioned bridging the gap between private sector (Community based organizations) and government participation in addressing youth unemployment. From the literature the researcher was able to get, there is little on the various aspects that hinder youth to employment and more so on the participation of community based organizations in their efforts to alleviate youth unemployment in Kenya. In the Kenyan situation currently, the government offers most of the interventions.

Hence, the study aimed to identify the socio-economic, political and psychological aspects that hinder access to and or perpetuate youth employment. In addition, the study attempted to identify the issues bedevilling the youth in getting meaningful sources of income both from the formal and informal sector. Finally, the study aimed at identifying some of the challenges facing the community based organizations in their efforts in addressing youth unemployment and best practice methods they use in their endeavour.

2.5 Conceptual Framework of the Study

Figure 1: Conceptual Framework



The conceptual framework indicates the various relationships between the research study variables. The independent variables include the factors influencing youth unemployment (socio-economic, cultural and religious, political and psychological aspects), while the dependent variables include the benefits of the CBOs if they addressed the youth unemployment problem. That is through, identification of solutions towards youth unemployment and the attainment of sustainable approaches towards youth unemployment.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter discusses the research methodology that was applied in this study. It includes the research design of the study, study population, sampling methods applicable in the study, methods and tools of data collection, reliability and validity of the study, data analysis, limitations and ethical considerations of the study.

3.2 Research Design

A research design entails the overall conception of the study that include the description of all concepts, variables, categories, the relational propositions, methods of data collection and analyses (Mugenda, 2008). The study design used is a cross-sectional research design. The researcher's choice of this design is informed by its applicability in social research. It aims at establishing the prevalence of a phenomenon, situation, attitude or issue, by taking a cross-section of the population (Kumar, 1999). The research design helped in capturing the quantitative and qualitative data of the study. In addition, a triangulation method was adopted which included a mix of both qualitative and quantitative approach of research. This method is commonly used by researchers in to compare quantitative results with qualitative findings to achieve valid and well substantiated conclusions about a single phenomenon (Creswell & Clark, 2007).

3.3 Area of Study

The study area covered was Ndeiya division, location, Limuru sub-county in Kiambu county. Ndeiya Division has a population of approximately 26,387 people (KNBS, 2010). A total of 13,990 people are in the working category and the unemployed constitute 6.6percent (923).In the education sector it constitutes a total of 24,211people of which 16.5percent have no education, 57.3percent have attained primary school education and 26.2 percent have attained secondary school education (KNBS Kiambu County Report,2013).

The area has low rainfall, low levels of education, high levels of unemployment, unavailability of infrastructure persistent water shortages, HIV/AIDs Pandemic and an increasing population. Ndeiya division has persistent high youth unemployment levels. This is due high poverty levels experienced in the study area in addition to the afore-mentioned issues. This in turn puts the youth in a precarious situation whereby they cannot find descent employment and some due to frustrations and feeling hopelessness result to alcohol and drug abuse.

In addition to this, there are low rates of transition from primary to secondary school, unplanned parenthood and early marriages and emigration among other manifesting problems within the area. Therefore, the above-mentioned inherent socio-economic and geographical aspects are viewed by the researcher as important in understanding the role played by CBOs in Ndeiya division.

3.4 Study Population

The target population of a research study includes specific pool of cases the researcher intends to study (Neuman, 2003). In this study, the respondents were from Ndeiya division, Limuru Sub-county. They included youth, parents, CBOs and key informants in Ndeiya (local administration and clergy). This study population was perceived by the researcher as a valuable and credible source of information in regard to the study topic.

3.5 Sampling Design

The researcher used non-probability sampling method (purposive sampling) for this study. Purposive Sampling method is preferred when the number of elements in a study population are either unknown or cannot be individually identified (Kumar, 1999). This method was preferred by the researcher because of its applicability in the study. According to Kothari (2004), this type of sampling is used in small researches due to its advantage in terms of time and money. Likewise, purposive sampling is suitable in selecting unique cases that are informative and can provide the best information to achieve the objectives of the study (Kumar, 1999, p.162; Neuman, 2003, p.213). Hence, this sampling method was deemed appropriate for the study due to the diversity of respondents involved in the sample population, limitation of time and funds to conduct the study.

3.6 Sample Size

Wiersma, (1995), points out that an ideal sample ought to be large enough to allow the researcher have confidence and within the specified limit, be certain. That is, if a different sample size was drawn using the same procedure would give approximately same results. Similarly, Kothari (2004) posits that, the sample size is that which is neither disproportionately too large nor small, but should attain efficacy, representativeness, reliability and flexibility.

In line with the above, the researcher envisioned a sample size of 100 purposively selected from the youth, parents and key informants within Ndeiya division. That is, 70 youth, 20 CBO Social Workers, 10 key informants (local government administration, clergy and village elders) and 2 focus group discussions with parents. The actual number of respondents interviewed were 82 youth, 20 CBO Social Workers, 7 key informants (local government administration, clergy and village elders) and 2 focus group discussions with parents. Hence the total number was 109 respondents.

3.7 Data Collection Methods

The researcher used questionnaires, individual interviews and FGDs as the methods for data collection. Primary data (empirical data) both quantitative and qualitative was used for this study. The research data collection tools included; questionnaires, (structured and semi-structured) and interview guides for FGDs. According to Kumar, (1999), closed-ended questions are useful for producing factual information while open-ended are preferred for seeking opinions, attitudes and perceptions. In addition, he notes that, interview guides are essential in collecting data especially where in-depth information is essential. This informed the researchers preference of the research tools. The type of tools used in the study were;- Structured and semi-structured questionnaire (20 questionnaires for CBO Social Workers, 82 for Youth and 7 for Key Informants) and 2 Interview guides for the Parents FGDs.

3.8 Pre-Testing the tools

According to Neuman, (2003) reliability may be improved through use of a pre-test or pilot study through developing a draft tool and testing it before applying the final version. Thus, the researcher conducted a pre-test of the tools so as to make sure the right questions are asked and provide appropriate responses for the study. This enhanced reliability and consistency of the research tools.

3.9 Reliability and Validity

a) Reliability

Reliability is a crucial aspect in research. It involves the dependability or uniformity with which a research tool yields certain results when the entity being measured has not changed when repeated under similar conditions (Leedey & Ormrod, 2010; Neuman 2003; Langdridge, 2004). According to Neuman, (2003), reliability entails that the numerical results produced by a tool do not vary due to characteristics of the measurement process or measurement instrument itself.

The researcher endeavoured to achieve reliability by ensuring the data collection tools are well-structured (clear conceptualized variables) and verified through a pre-test (pilot study).

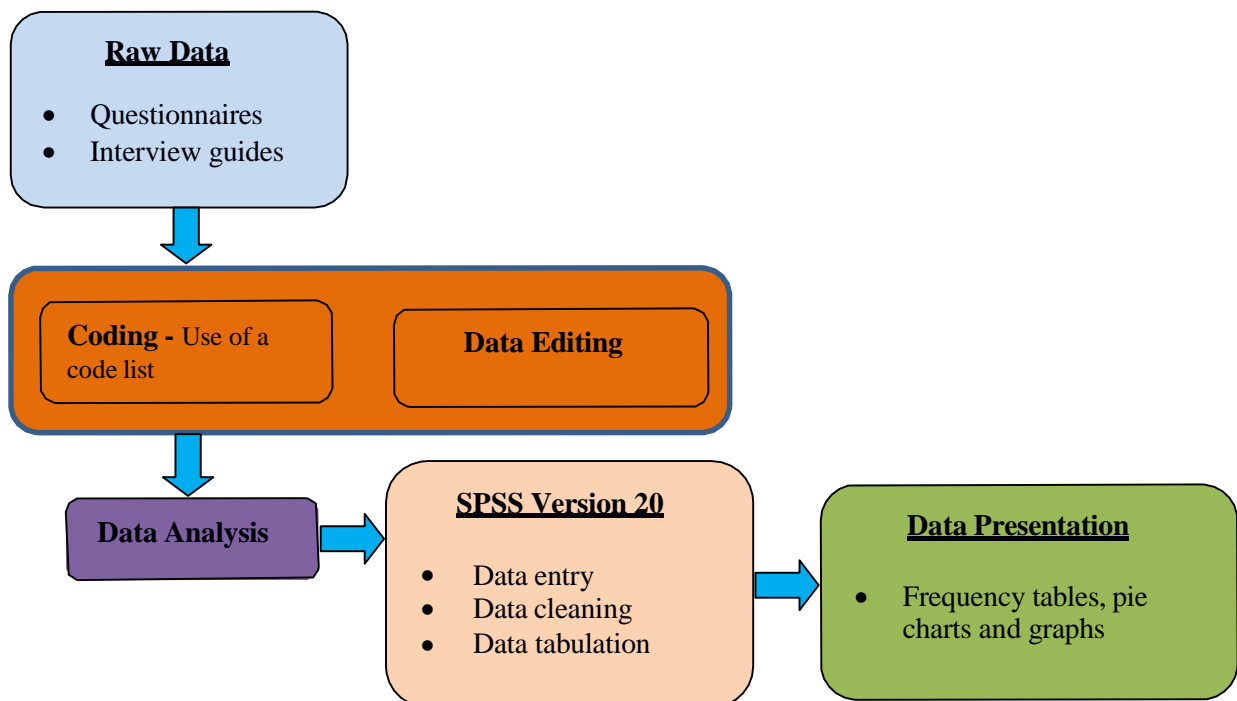
b) Validity

According to Leedey & Ormrod, (2010) and Langdridge, (2004), validity involves the degree of an instrument to measure what it is intended to measure. The researcher attained validity of the instruments of measure through minimizing internal and external errors to the research study. Likewise, the findings are perceived to be generalizable from a specific small group to a broader group of society. In addition, the researcher will minimize perceived selection threats by having an inclusive target group and history threats. An appropriate sample frame guided the study in eliminating selection threats and the study took a short period in order to counter history threats.

3.10 Data processing

The data processing commenced once all the questionnaires are collected and FGD interviews successfully completed. The data processing and analysis involved hand sorting, coding and thematization of responses obtained from the FGDs, editing, data cleaning and finally data presentation. The program to analyze the data will be the Statistical Package for Social Sciences (SPSS) version 22 for Windows. Figure 2 specifies the research data processing and analysis flow.

Figure 2: Data processing Flow Chart



3.11 Ethical Considerations

According to Neuman, (2003), ethical consideration in research entails assessing the value of advancing knowledge without interfering with the lives of others. In consideration of this, the researcher observed the ethical code of conduct in research in the data collection process. It entailed, acquiring research permits from the National Council for Science Technology and Innovation (NACOSTI) and also a research letter from the University of Nairobi. Also adhered to was, observing privacy of respondent information, including anonymity and confidentiality. Information collected was for the sole purpose of the research study and not for any other use. The researcher also acquired consent from respondents and that participation will be on a voluntary basis.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

4.1 Introduction

This chapter presents the research findings as per the research study questions. It has two parts; Part A (background information of the respondents) while Part B presents the findings as per the study research questions. The study had four target groups involved in the research, namely youth, Community Based Organization Workers, Key informants in Community Development and Youth Parents. The study interviewed 82 youth, 20 community-based workers, 7 key informants and 2 FGDs for parents.

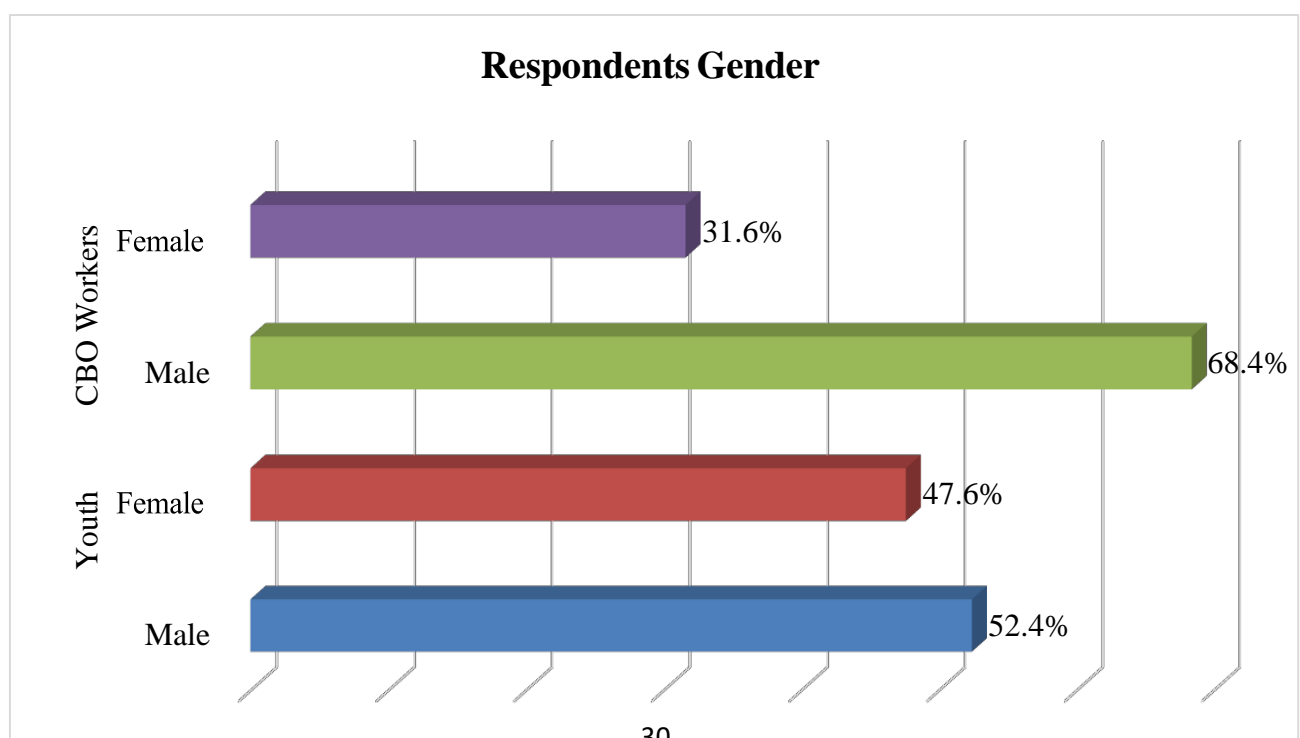
The findings are presented into two sections, section A (background information of respondents) and section B (study research questions).

4.2 Respondents Background Information

4.2.1 Respondents Gender

Among the CBO workers' and youth, majority (68.4% and 52.4%) were male while 31.6% and 47.6% were female respectively. This indicates that, in terms of gender, the males are increasingly becoming more in a profession that was predominantly associated with females in earlier years. It also implies that the males are slowly getting into community development practice as an area of professional practice. Figure 3 shows the findings.

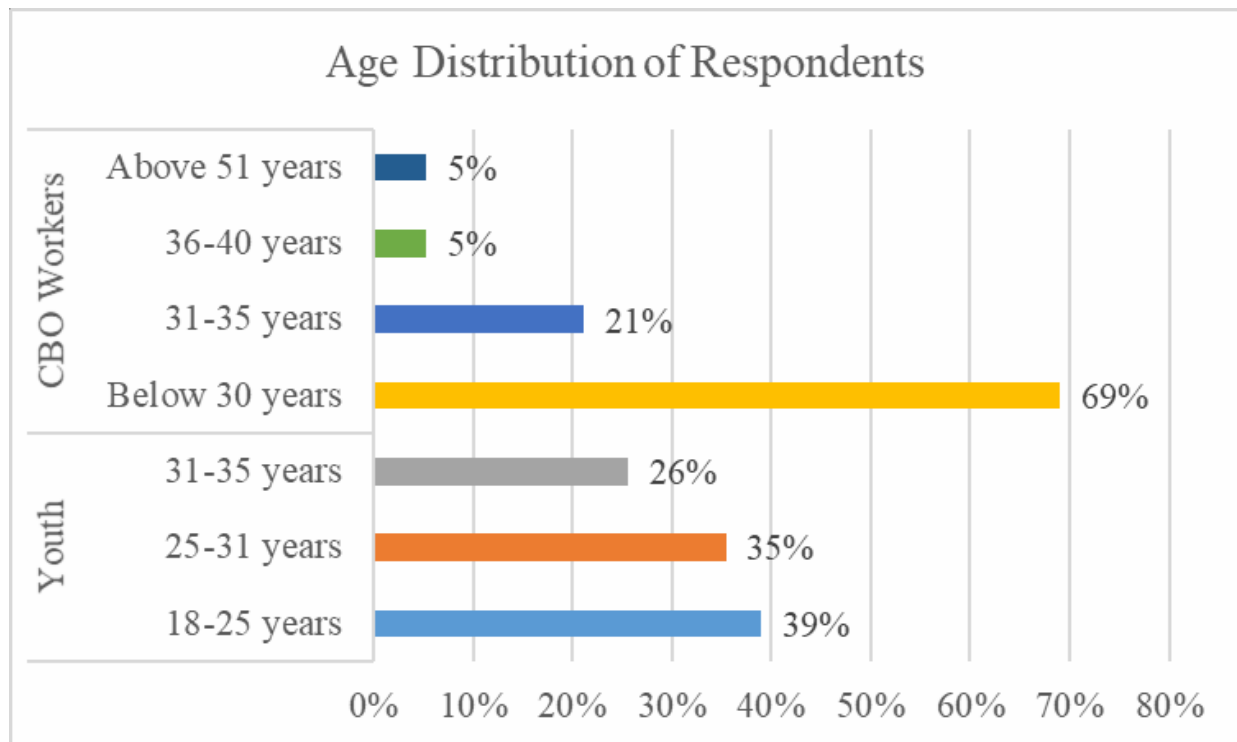
Figure 3: Gender Distribution of Respondents



4.2.2 Respondents Age Category

According to the research findings, in terms of age distribution, it is evident that majority of the CBO workers (69%) were below 30 years of age while among the youth majority (39%) were between 18-25 years of age. This indicates that the youth who are most affected by youth unemployment are within the age bracket of 18-25. Also those working as CBO workers represent a youthful population with most being below 30 years. Figure 4 illustrates the findings.

Figure 4: Age Distribution of Respondents



The findings in figure 4 indicate that majority of the CBO practitioners are young individuals in the field of community development. It is also evident that most of the youth are those who might have just completed high school or about to enter college.

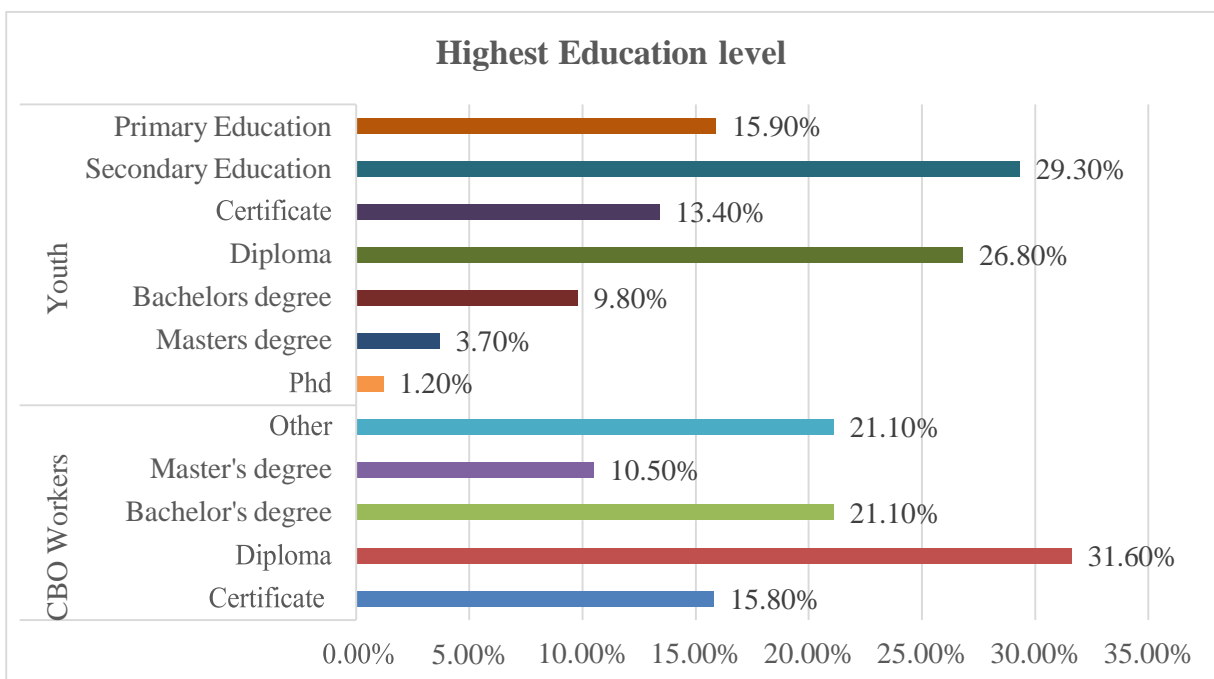
4.2.3 Highest Educational Level

The highest level of education attained by the CBO practitioners was diploma in social work (31.6%) followed by bachelor's degree in social work (21.1%). Among the youth interviewed most had reached up to secondary level of education (29.3%) followed by those who had attained a diploma (26.8%). Figure 5 shows the findings.

The findings indicate that the CBO workers educational level is quite wanting given that majority are diploma holders. Hence they may face some challenges in terms of addressing some complex issues that exist among the youth that they serve due to their limited level of education.

Those with degree level qualifications seem to be few within the CBOs, thus this presents another challenge for the youth who may be qualified for such jobs but may not get them due to various reasons within the employment job market. This is confirmed by Marcus & Gavrilovic, (2010) when they indicate that, even though the youth have advanced in educational attainment, they still remain in a precarious situation worldwide in the labour market. Thus, they cannot get the much desired employment opportunities. In addition, majority of the youth who have not attained higher education level qualification may be turned away for any meaningful employment and this poses a big problem for them. They are disadvantaged and cannot compete with their counterparts who have higher education qualifications.

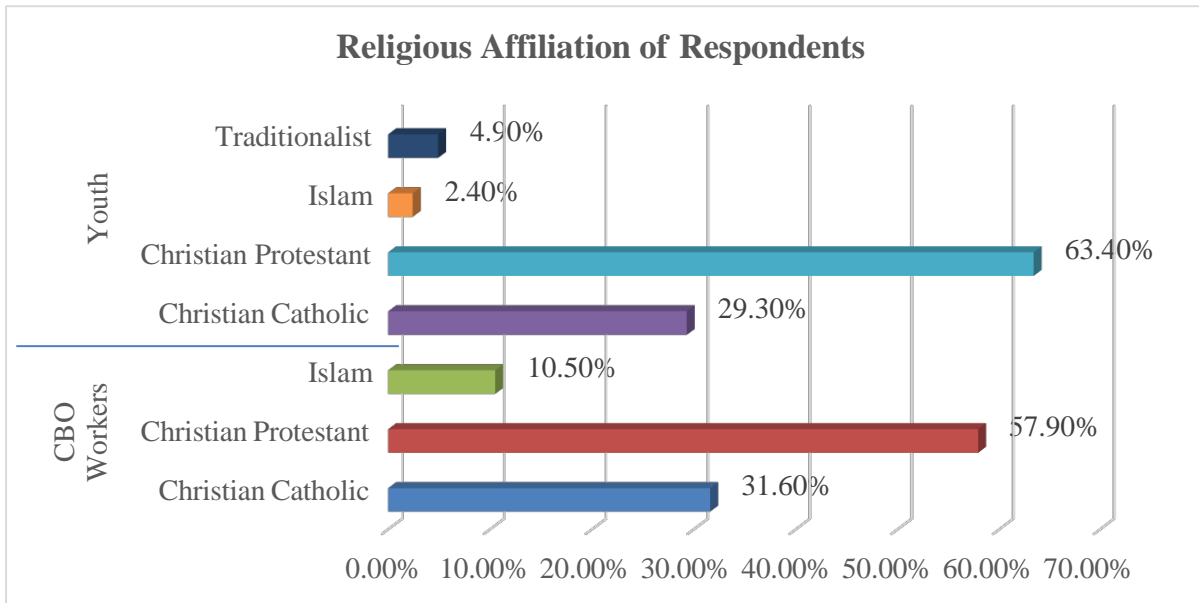
Figure 5: Respondents distribution by Educational Level



4.2.4 Religious Affiliation

Majority of the youth (63.4%) were Christian protestants followed by Christian Catholics (29.3%) while among the CBO practitioners, majority were Christian protestants (57.9%) followed by Christian Catholics (31.6%). The findings clearly indicate that the area of study is predominantly a Christian protestant region. Figure 6 indicates the findings.

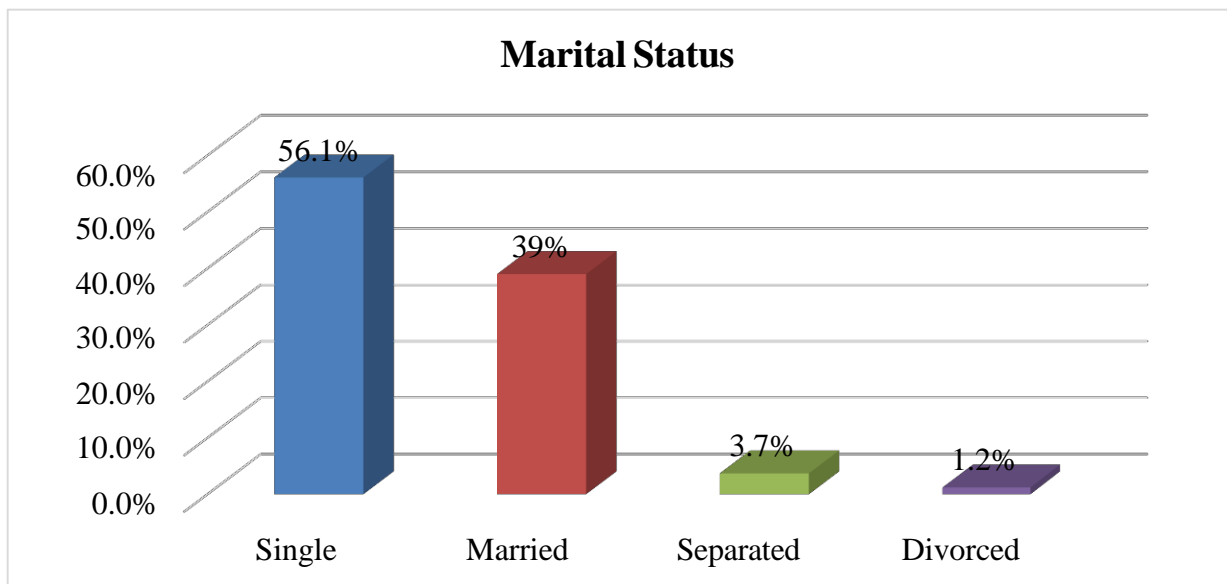
Figure 6: Respondents distribution by Religious Affiliation



4.2.5 Marital Status

Majority of the respondents interviewed were single (56.1%) while those who were married constituted 39%. This indicates that majority of the youth are still not stable enough to start their own families due to unemployment or underemployment issues. Figure 7 shows the findings. This is due to the financial burden the youth may encounter in marriage without any meaningful income. Unemployment affects their psychosocial well-being and denies them an opportunity to start a family for fear of not fulfilling the obligations and responsibilities that come with married life.

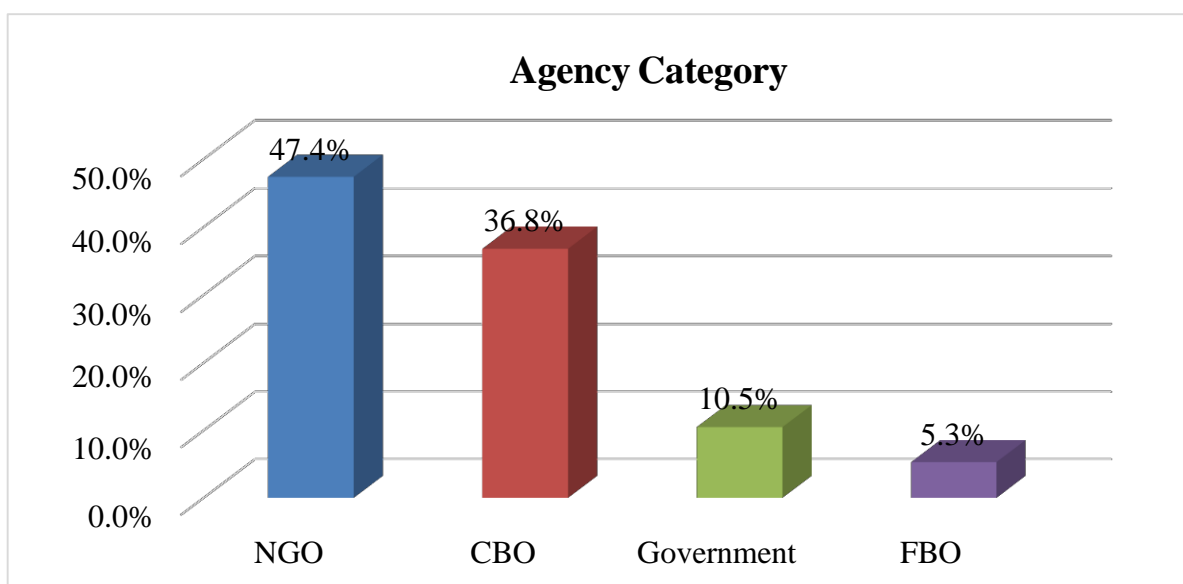
Figure 7: Respondents Marital Status



4.2.6 CBO agency category

Among the agencies interviewed, most (47.4%) were in the NGO category, 36.8% were Community Based Organizations, 10.5% were government organizations while 5.3% were faith based organization. This still indicates that the CBOs are still a minority in addressing youth unemployment issues. Some of the reasons may be due to the low funding they get from donors and well-wishers in discharging their services at the community level unlike the NGOs who have an upper hand in terms of getting funding opportunities from donors. Thus they have a larger footprint at the community level compared to the CBOs. Figure 8 shows the results.

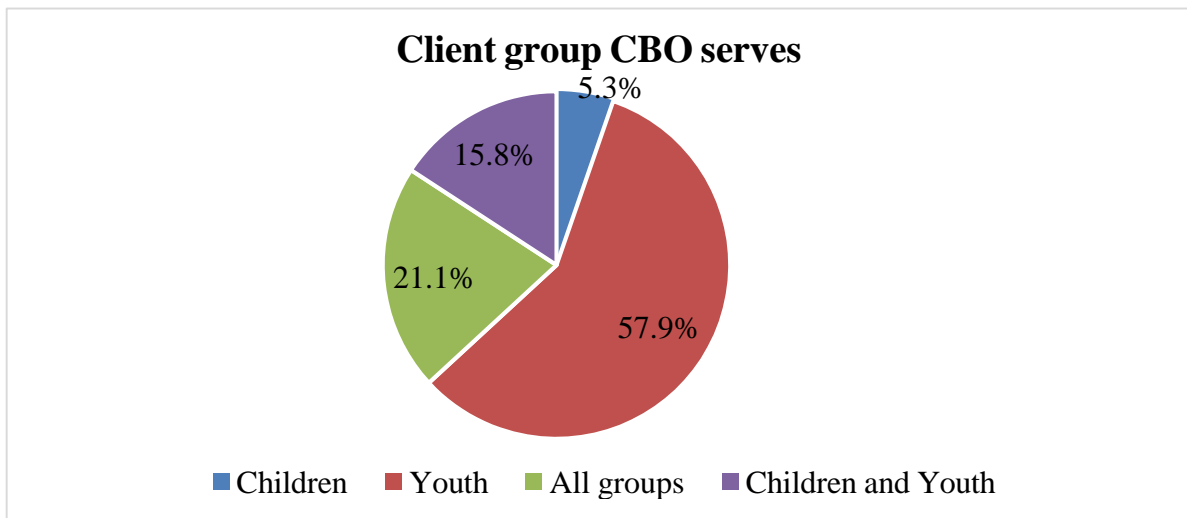
Figure 8: Agency Category



4.2.7 Client group CBO serves

Majority of the community based organizations mainly focus on serving the youth (57.9%), 21.1% focus on children, 15.8% focus both on children and youth while 5.3% serve all client groups. This indicates the interest the CBOs have in addressing issues among the youth including unemployment related issues. However, many of these CBOs have other key areas of focus and youth unemployment may not be one of them, hence, a lot of attention may be focused on other programs and youth unemployment issue may be a secondary focus area in their intervention programs. Figure 9 illustrates the findings.

Figure 9: Client group served by CBO



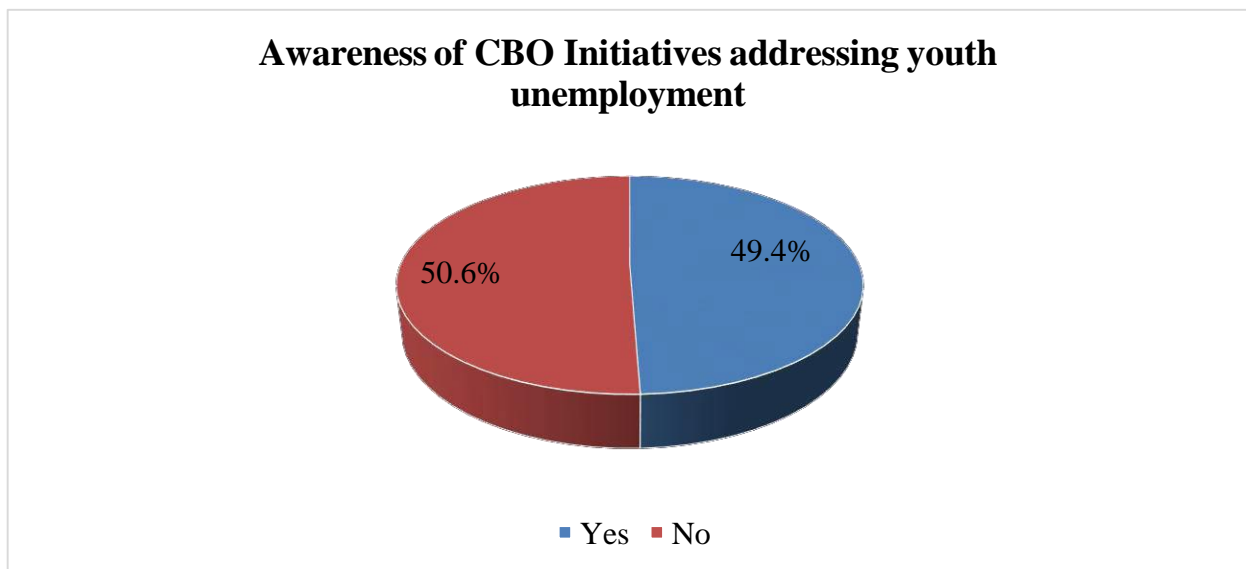
4.3 Role of CBO's in Addressing Youth Unemployment

4.3.1 Awareness of CBO Initiatives addressing youth unemployment

The study sought to assess whether there are any initiatives by CBOs in addressing youth unemployment from the respondents. Among the youth respondents, 50.6% were not aware of any CBO initiatives while 49.4% were aware of some CBO initiatives addressing youth unemployment.

Figure 10 indicates the findings.

Figure 10: Awareness of CBO Initiatives addressing youth unemployment

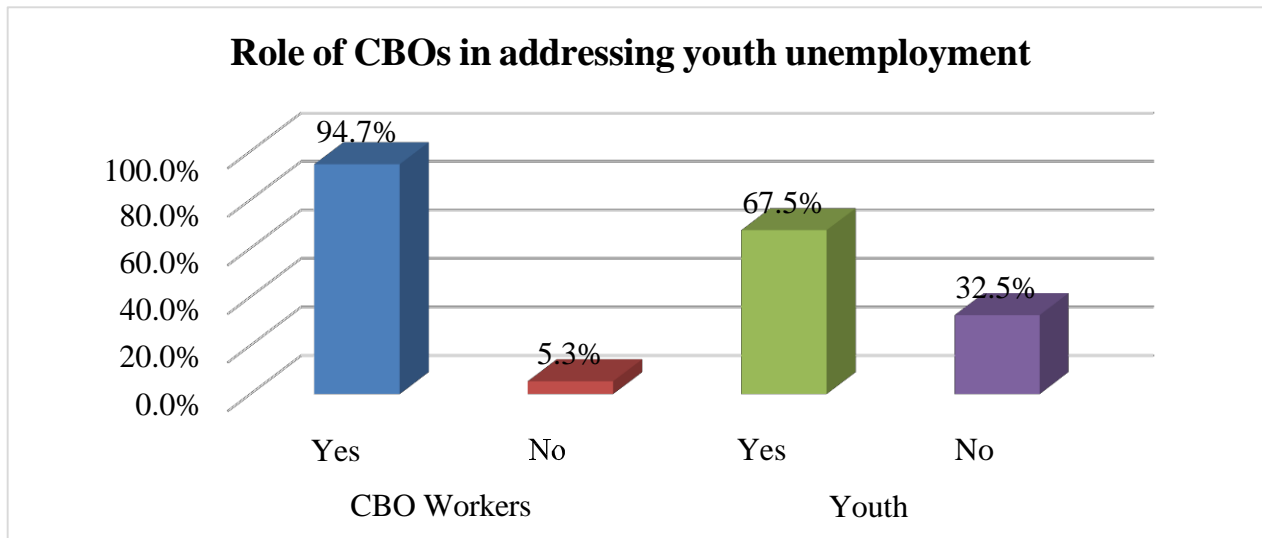


Among those who were aware mentioned some of the initiatives as; - Kaa Sober initiative (a youth community based initiative helping the youth in income generating activities and engaging them in activities away from indulging into alcoholism), an International Non- governmental organization, Self-help groups and Sacco's empowering youth to be self- employed, Catholic Church based initiative (Cardinal Otunga Initiative), Technical School called Githairira, Utugi Home, Ndeiya Badilika initiative, Awakening Men with Knowledge and Action (AMKA) initiative, Feed the Children initiative and A.I.C initiative.

4.3.2 Role of CBOs in addressing youth unemployment

The respondents were asked whether CBOs have a role in addressing youth unemployment. Among the youth 67.5% indicated that CBOs have a role to play in addressing youth unemployment while 32.5% said the CBOs do not have a role to play. Among the CBO workers, majority 94.7% said the CBOs have a significant role in addressing youth unemployment while 5.3% said the CBOs do not have a role to play in addressing youth unemployment. Among the key informants they also noted that the CBOs have a major role to play in addressing youth unemployment. Figure 11 illustrates the findings.

Figure 11: CBOs Role in addressing youth unemployment



For those who said yes, some of the roles indicated by CBO workers from the qualitative data are; - economic empowerment to the youth for example through loans, equipping the youth with equal skills and job opportunities in the market, equipping youth to actively participate in Jua-kali industry and agriculture, creating community development activities and engaging the youth to give back to society. The key informants gave some of the specific roles of CBOs as:- they offer youth technical skills and job opportunities. The key informants also noted that the major activities that CBO workers play is through providing youth with access to information and train in attitudes and/or skills to apply for jobs.

4.4 Factors Contributing to Youth Unemployment

4.4.1 Awareness of youth who do not seek employment due to lack of skills

Majority (90.2%) of the youth respondents interviewed were aware of youth who do not seek employment due to lack of employable skills while a minority (9.8%) were not aware of any youth who do not seek work due to lack of employable skills. Figure 12 shows the findings.

Figure 12: Youth who do not seek employment due to lack of skills



Among the youth who said they were aware of youth who do not seek employment due to lack of employable skills indicated that 50% range from 1-100 youth, 23.2% did not know of any, 19.5% were above 500 while 7.3% represented 101-500 youth. Table 1 indicates the findings.

Table 1: Number of unemployed youth

Number of unemployed youth	n	%
1-100	41	50.0
101-500	6	7.3
Above 500	16	19.5
Don't know	19	23.2
Total	82	100

4.4.2 Youth unemployment due to lack of viable skills

The research study sought to seek views from the youth on their unemployability due to lack of viable skills. Majority (58.5%) were in agreement that most youth fail to get employed due to lack of viable skills, 36.6% disagreed while 4.9% did not know. This shows that most of the youth lack opportunities for employment due to lack of having viable skills for the job market. Table 2 shows the findings.

Table 2: Youth fail to get employed due to lack of viable skills

Do you agree that most youth fail to get employed due to lack of viable skills	n	%
Yes-I agree	48	58.5
No-I do not agree	30	36.6
I do not know	4	4.9
Total	82	100

In addition to the findings in table 2, most of the key informants when asked about their experience of youth seeking employment in Ndeiya noted that; - there is lack of information about vacancies, youths should be aggressive in constantly applying to available vacancies, youths should present themselves in a positive manner to potential employers and youths need to have qualifications and experience to secure a job. They also noted that, most youth require further training before they can apply for work and that its false to say that most youth do not know where to look for work.

4.4.3 Youth not seeking employment due to marriage

The study sought to assess the nature of youth getting married and failing to get employed. The findings indicate that majority (68.3%) of the youth disagreed that youth are not employed due to marriage while 25.6% indicated that marriage contributes to youth not getting employed. Table 4 illustrates the findings.

Table 3: Youth fail to get employed due to marriage

Do you agree that most youth fail to get employed due to marriage	n	%
Yes I agree	21	25.6
No I do not agree	56	68.3
I do not know	5	6.1
Total	82	100

The reasons given by the youth in response to the statement that, most female or male youths do not seek employable skills and employment because they will eventually get married were;- they felt that their spouse will work and provide for the family, most youth have visions and goals to achieve in life or be independent, “most live with their parents” (Youth-R6 & R11), “many youths think they will get married to rich families” (Youth-R29)

4.4.4 Prevalence of youth unemployment

The study evaluated the prevalence of youth unemployment in Ndeiya. The findings in table 4 indicate the prevalence rate to be high (35.4%), very high at 31.7%, moderate (18.3%) and low at 14.6%. It is evident from the findings that the prevalence rate of unemployment in Ndeiya is on a higher scale (67.1%). This illustrates the reason as to why the area of study has many unemployed youths.

Table 4: Prevalence of youth unemployment

Estimate of youth unemployment prevalence in your area	n	%
Low	12	14.6
Moderate	15	18.3
High	29	35.4
Very high	26	31.7
Total	82	100

4.4.5 CBOs prioritizing youth unemployment

The research study sought to assess whether CBOs prioritize youth unemployment in their programs. Almost all the youth (96.3%) were in agreement that CBOs do prioritize youth unemployment in their programs while only 3.7% said they do not. However, even when this is the case the problem may be in the strategies the CBOs use to address youth unemployment issues. Table 5 indicates the findings.

Table 5: CBOs prioritizing youth unemployment

Do you think youth unemployment should be prioritized by CBOs?	n	%
Yes	79	96.3
No	3	3.7
Total	82	100

4.4.6 Gender difference in seeking employment

Among the youth interviewed most (54.9%) said that gender differences limit their chances of employability while 40.2% said they do not. The CBO workers were also in agreement (84.2%) that women and men are affected differently by youth unemployment while 15.8% said women and men are not affected differently by youth unemployment. Table 6 shows the findings.

Table 6: Gender difference in seeking employment

Youth	Do you think gender difference limits your employability?	n	%
	Yes	45	54.9
	No	33	40.2
	Total	78	95.1
	Not sure	4	4.9
	Total	82	100
CBO Workers	Are women and men affected differently by youth unemployment?		
	Yes	16	84.2
	No	3	15.8
	Total	19	100

The various ways the women are affected differently from men and vice versa were indicated by the youth as; - the female gender is undermined when it comes to job opportunities and males considered more, “many people think that the female has no enough strength to work”(Youth-R3), “most female youth are mothers taking care of their children” (Youth-R6, R25& R77), It was noted by most youth that, job employment opportunities are for all genders and each person has the ability to perform any task given to him/her or equal opportunities. Others felt that, “skills and experience is what determines employability and not gender” (Youth-R8, R9, R22 & R36). Also noted by the youth was that, “some firms do not hire female because of disruption of work due to maternity leaves hindering performance” (Youth-R16) and “most firms look for qualification though they partly favour female gender” (Youth-R18, R24). Equally, “employment for youth has to do with networking/connections that is, personal relationships with the employer” (Youth-R38). Among the key informants, they confirmed the following as the major causes of unemployment in Ndeiya: youths lack access of information on new jobs, youths do not have the right skills and education, youths do not have the needed experience and also noted that it is false to say that there are not enough jobs within Ndeiya, that youths do not do well in interviews and that youth do not seek work.

4.4.7 Cultural barriers to youth employment

Some of the cultural barriers indicated by the CBO workers are; - “some jobs are meant for specific genders” (CBO-R3), “cultural biases that jobs are meant for men” (CBO- R8, R9, R10 & R17), “early marriages” (CBO- R11). Others indicated that, “there are some job activities against cultural practices, for example pig farming in a Muslim community” (CBO-R12) and “cultural practices like cattle keeping” (CBO-R16).

4.4.8 Difficulty in finding a job

The study sought to understand why it is difficult for youth to get a job. Most of the youth (31.7%) indicated that the reasons why it is difficult to get a job is because there are not enough jobs for them and most blamed it on nepotism (30.5%), that they did not know the right people to link them with the jobs. Table 7 shows the findings.

Table 7: Difficulty in finding a job

Why have you been unsuccessful in findings a job?	n	%
There are not enough jobs	26	31.7
There are jobs but I do not have information about the jobs	7	8.5
I do not know the right people (nepotism)	25	30.5
I do not have the right skills	6	7.3
I do not have enough education	2	2.4
I do not have experience	3	3.7
I do not do well in interviews	1	1.2
I am living too far	2	2.4
Discrimination	1	1.2
Wages are too low	1	1.2
Others specify	2	2.4
Not sure	6	7.3
Total	82	100

In addition to the above indicated factors contributing towards youth unemployment there were other factors outlined under the qualitative data from the CBO workers. These factors include:- lack of skills, high population & corruption, lack of skills, job opportunities and network, poverty and drug abuse. Among the FGD comprising of parents, they identified the factors as being alcoholism and drugs, adverse poverty in families, illiteracy /lack of education, poor social upbringing, general laziness among youth, rural under-development (lack of factories) and corruption.

4.4.9 Duration of being without work and seeking work

Majority of the youth interviewed (86.2%) indicated that they had been without work and seeking work since their last job and since they left school, 11.1% said they were studying while 2.8% said they had stayed for 1-5years. Among the age category most affected were youth between 18-25 years of age (41.7%) followed by those between 26-30 years (33.3%) and those between 31-35years at 25%. Table 8 illustrates the findings.

Table 8: Duration of being without work and seeking work

Age vs Duration without work and seeking work Cross-tabulation						
		How long have you been without work and seeking work?				
Age Category		Since your last job	Since you left school	Other- Studying	1-5 years	Total
18-25 years	Count	11	15	4	-	30
	%	15.3%	20.8%	5.6%	-	41.7%
26-30 years	Count	11	10	2	1	24
	%	15.3%	13.9%	2.8%	1.4%	33.3%
31-35 years	Count	9	6	2	1	18
	%	12.5%	8.3%	2.8%	1.4%	25%
Total	Count	31	31	8	2	72
	%	43.1%	43.1%	11.1%	2.8%	100%

4.4.10 Duration of seeking work

Almost all youth interviewed (96.8%) said that they had stayed for months and a year seeking work while only 3.2% had sought work for weeks. In terms on age category, the most affected group of youth are those between 18-25 years (40.6%) followed by those between 26-30 years (34.4%) and those between 31-35 years (25%). Table 9 indicates the results.

Table 9: Duration of seeking work

AGE * How long have you been seeking work? Cross tabulation						
			How long have you been seeking work?			
			Weeks	Months	Year	Total
AGE	18-25 years	n	1	13	12	26
		%	1.6%	20.3%	18.8%	40.6%
	26-30 years	n	-	13	9	22
		%	-	20.3%	14.1%	34.4%
	31-35 years	n	1	5	10	16
		%	1.6%	7.8%	15.6%	25%
Total		n	2	31	31	64
		%	3.2%	48.4%	48.4%	100%

The findings in table 9 confirm that indeed the most affected youth group are those between 18-25 years. This illustrates the need for CBOs to intervene for this particular group of youth and assist them look for employment.

4.4.11 Readiness for Employment

Majority of the youth interviewed (90.8%) indicated they have the skills that make them employable while 9.2% said they do not have such skills. Those most affected (36.8%) are in the age bracket between 18-25 years.

Table 10: Readiness for employment

Age vs Employability skills Cross tabulation				
Age category		Do you feel you have skills that make you employable?		Total
		Yes	No	
18-25 years	Count	28	4	32
	%	36.8%	5.3%	42.1%
25-31 years	Count	25	2	27
	%	32.9%	2.6%	35.5%
31-35 years	Count	16	1	17
	%	21.1%	1.3%	22.4%
Total	Count	69	7	76
	%	90.8%	9.2%	100%

The findings in table 11 indicate that, the youth believe that they have the required skills to be employed and are optimistic of getting jobs, however, the reality is that they are not getting these most needed jobs.

4.5 CBOs Challenges in Addressing Youth Unemployment

4.5.1 CBO worker's challenges in addressing youth unemployment

The researcher also sought to assess the challenges faced by CBOs in addressing youth unemployment. The findings as shown in table 11 indicate that 21.1% of the CBO workers were in agreement that youth unemployment is not given priority by CBOs while 15.8% noted that, CBOs do not have the capacity to address youth unemployment. However, 84.2% were in agreement that the training they got adequately equipped them in addressing youth unemployment. The results confirm that, indeed there is a challenge for CBO workers in addressing youth unemployment. Many of these organizations toil in obscurity, receiving little recognition for the vital contributions they make and remain marginalized, underappreciated, and underfunded.

Table 11: CBOs challenges in addressing youth unemployment

Challenges faced by CBOS in addressing youth unemployment		Disagree	Not sure	Agree	Total
Youth unemployment is not given priority by CBOs	n	13	2	4	19
	%	68.4	10.5	21.1	100
CBOs do not have the capacity to address youth unemployment	n	12	4	3	19
	%	63.2	21.1	15.8	100
As a CBO worker, I don't have the adequate skills and knowledge in addressing youth unemployment in my community work interventions	n	15	2	2	19
	%	78.9	10.5	10.5	100
The training I got adequately equipped me in addressing youth unemployment	n	3	-	16	19
	%	15.8	-	84.2	100

In addition to the above the CBO workers also mentioned other challenges including. lack of political support/good will especially corruption, lack of enough funds, lack of skills, lack of job experience and lack of initiative. These challenges further exacerbate the difficulty they experience while addressing youth unemployment.

4.5.2 Skills, Knowledge base and values that support youth in seeking employment

The researcher sought to examine some of the skills that support the youth in seeking employment. Among the most common skills were interpersonal skills (62.2%, technical skills (1.6%), hairdressing skills (4.9%) and tailoring (3.7%). Table 12 illustrates the findings.

Table 12: Skills that support youth in seeking employment

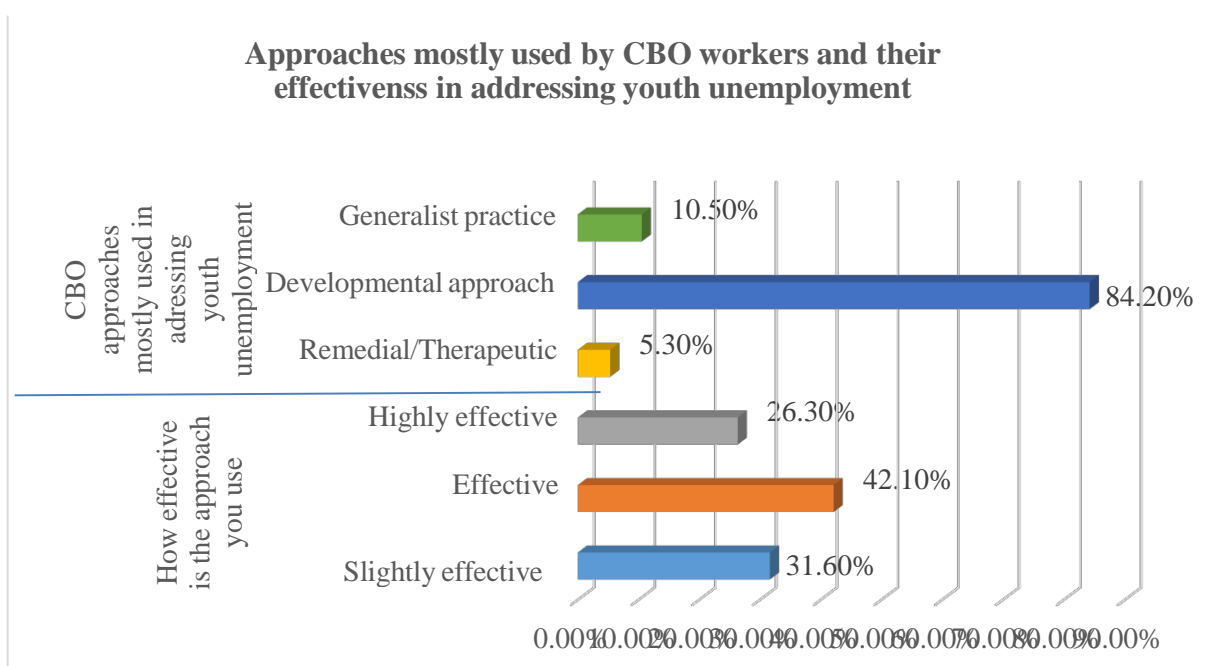
What are some of the skills that support you in seeking employment?	n	%
Interpersonal Skills	51	62.2
Technical skills	12	14.6
Hairdressing	4	4.9
Tailoring	3	3.7
Hairdressing and Tailoring	1	1.2
Business skills	1	1.2
Agricultural skills	1	1.2
No answer	9	11
Total	82	100

4.6 Strategies Used in Addressing Youth Unemployment

4.6.1 Approaches used by CBOs and their effectiveness in addressing youth unemployment

Among the most applied approach by CBO workers in addressing youth unemployment was, developmental approach (84.2%) followed by generalist approach (10.5%) and remedial approach at 5.3%. When asked about the effectiveness of the approach they use, the CBO workers noted that the approach they apply is effective in addressing youth unemployment (42.1%) while 31.6% said the approach used is slightly effective (31.6%) and 26.3% noted the approach chosen is highly effective in addressing youth unemployment. Figure 13 indicates the findings.

Figure 13: Approaches mostly used by CBOs and their effectiveness



The results in figure 13 indicate that the CBO workers prefer the developmental approach possibly because it gives the youth some tangible results they can easily relate to or use in supporting themselves and livelihood unlike the other two approaches which may not offer tangible immediate results.

4.6.2 Indigenous approaches used by CBO workers in addressing youth unemployment

Among the indigenous approaches used by CBO workers in addressing youth unemployment were indicated as; - interviewing local members, tertiary skills empowerment by parents and cross-cultural approach.

The strengths of the indigenous approaches were indicated as being; - “the information becomes more clear in understanding youth unemployment” (CBO-R8). Another strength noted was, “the approaches help in capacity building among the youth” (CBO R5) in addition, “indigenous approach helps the CBO understand

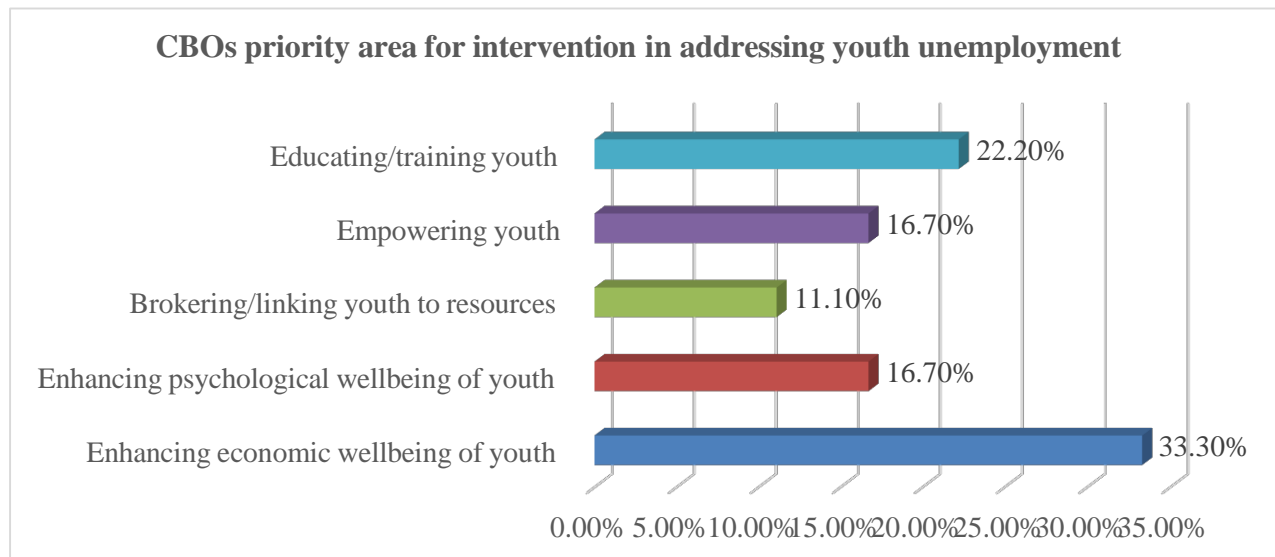
the youth’s perception in regards to unemployment” (CBO R6).

However, there were some weaknesses noted by the CBO workers in using the indigenous approaches. Some of these weaknesses are “data inaccuracy, resistance, expenses involved” (R1 & R8), also noted was that, “traditional approaches hinder modern trends” – (CBO-R5 & R6)

4.6.3 Priority area for intervention while addressing youth unemployment

Among the CBO workers interviewed, most (33.3%) gave their priority area for intervention on youth unemployment as enhancing economic wellbeing of youth, 22.2% noted their priority area as educating/training the youth, 16.7% indicated their priority area empowering the youth and enhancing psychological wellbeing of the youth, while 11.1% noted their priority area as brokering/linking youth to resources. Figure 14 shows the findings.

Figure 14: CBOs priority area for intervention in addressing youth unemployment

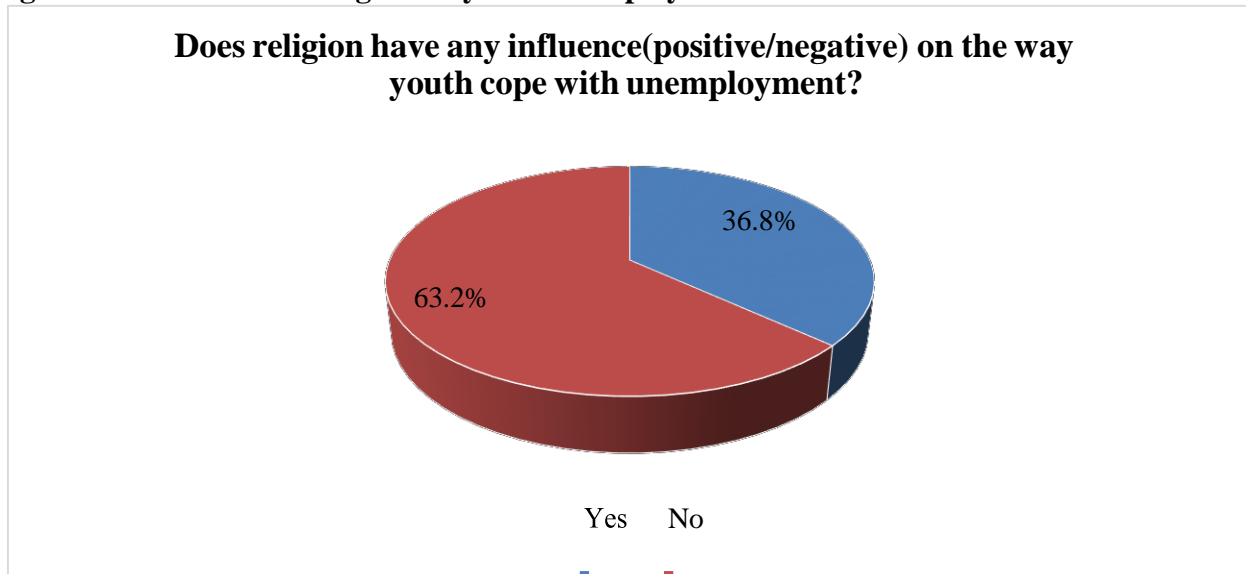


The researcher further interviewed the youth parents on how the youth without employment support themselves and their families. The parents noted that, “majority are casual labourers in farms, carpentry, masonry, *boda boda* riders. Few depend on their parents” (FGD Parents). This indicates that majority of those without employment find gainful means of supporting themselves through manual jobs.

4.6.4 Influence of religion on how youth cope with unemployment

The researcher sought to establish whether there is any influence either positive or negative from religion as a coping mechanism for youth unemployment. Among the CBO workers interviewed 63.2% said that religion does have an influence on the way youth cope with unemployment while 36.8% said religion has no influence. Figure 15 shows the results.

Figure 15: Influence of religion on youth unemployment



Those who said it has an influence noted that, “motivation and awareness of the youth by church leaders is key” (CBO-R2, R6 & R8). The key informants interviewed also were in agreement that religion had a positive influence on how youth cope with unemployment. However, the parents interviewed indicated that religion did not have any influence on how the youth cope with unemployment. This may be due to the harsh reality they face with their children who are unemployed and may have lost hope in religion. Therefore, as per the findings, religion does indeed have a positive influence towards how the youth cope with unemployment although the parents have a different view to that.

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

The chapter discusses summary of the findings in line with the study research objectives, conclusion and recommendations for further research studies.

5.2 Summary of findings

5.2.1 Role of CBO's in addressing youth unemployment

Every day, young people in rural areas walk into CBOs in the hope of being assisted with school fees or job opportunities. It is crucial for the CBOs to address youth unemployment to avoid the frustration youth face and end up into criminal or maladaptive activities. This is confounded by Lia, (2005), noting that youth unemployment has led to radicalization in the Middle East resulting to youth joining militant organizations as recruits (Azeng & Yogo, 2013). Hence, the importance of CBOs addressing youth unemployment cannot be overemphasized. Findings as shown in figure 11 indicate that, most youth (67.5%) felt CBOs have a role to play in addressing youth unemployment. Additionally, almost all CBO workers (94.7%) indicated that they have a significant role in addressing youth unemployment.

The country faces a dual crisis in youth unemployment and compounded by low post-secondary completion rates. This is mostly prevalent among the low-income and minority youth in rural areas. Based on the foregoing, it is apparent that the government and CBOs have a greater role to play in addressing youth unemployment in Kenya.

5.2.2 Socio-economic factors contributing towards youth unemployment

Youth unemployment poses a big challenge towards attainment of socio-economic prosperity in a country. For instance, it is estimated that by 2020, about 55 million jobs will be vacant and 65 percent will require postsecondary education or training beyond high school (Carnevale, Smith, & Strohl 2013). The barrier between job creation and the skills supply is illustrated by a paradox of the current economy. There exists high unemployment alongside severe skills shortages and unfilled positions in many sectors. There is a high number of unemployed persons in relation to available job vacancies. Consequently, community based workers interviewed in the research study indicated the following factors as contributing towards youth unemployment: - lack of skills, high population & corruption, lack of skills, job opportunities and network, poverty and drug abuse. In addition, the Focus Group Discussion comprising of parents, equally identified some socio-economic factors being alcoholism and drugs, adverse poverty in families, illiteracy /lack of education, poor social upbringing, general laziness among youth, rural under-development (lack of factories) and corruption.

The above issues are compounded by a chain of frustration leading the youth into a state of hopelessness. This is supported by Abramson et al., (1989) theory of hopelessness, indicating that, the contributory factors to the formation of hopelessness is seen as arising from a causal chain beginning with the occurrence of negative life events or the non-occurrence of positive life events (Panzarella, Alloy & Whitehouse, 2006). Therefore, the youth in Ndeiya division who are unemployed and struggling to get eke a living find themselves in a state of hopelessness that leads them into engaging in other maladaptive behaviours as those indicated above.

Skills mismatch is a contributing factor to youth unemployment. The skills mismatch is a major challenge for the youth seeking job opportunities. Most of the potential employers would seek specific skills from their potential employees. The youth who do not have such skills are normally marginalized. This is supported by the research findings when majority of the youth (58.5%) indicated that most youth fail to get employed due to lack of viable skills. This illustrates that most of the youth lack opportunities for employment due to lack of having viable skills for the job market.

5.2.3 Challenges faced by CBOS in addressing youth unemployment

The CBOs play an important role in addressing youth unemployment. However, they face numerous challenges in discharging the mandate while addressing youth unemployment. The research findings indicate that the CBO workers have various challenges they encounter while working with the youth. These include: - lack of political support/good will especially corruption, lack of enough funds, lack of skills, lack of job experience and lack of initiative.

These challenges are also confirmed by Kane (2014) indicating that, there is a ‘who you know syndrome’ in Kenya. That is, for one to get a job you need to have a ‘god father’ to assist you. Those who do not know anybody end up being frustrated and disillusioned.

Another challenge as indicated by Perkins et al., (2007) is that the youth sometimes refrain from taking advantage of programs offered because they hold negative opinions of the providers, perceive programs as boring, view programs as being for “little kids,” or anticipate certain negative peer perceptions (they run the risk of being teased) (D’Agostino & Visser, 2010). This is evident in Ndeiya where by the unemployed youth identify with certain career choice jobs and dislike others. This perception about assumed preferences for some jobs may equally

disadvantage the youth and become a contributing factor to youth unemployment. To address this, issue the youth need to have an open minded attitude when seeking for jobs. For instance, the key informants interviewed when asked about their experience of youth seeking employment in Ndeiya noted that, there is lack of information about vacancies, youth need to be aggressive and constantly apply for any available vacancy, youth need to have a positive attitude towards their potential employers and need to have qualifications and experience to secure a job. They also noted that, most youth require further training before they can apply for work and that its false to say that most youth do not know where to look for work.

5.2.4 Strategies used in addressing youth unemployment

The new talent-based economy presents tremendous opportunities for individual and national growth and development. However, the intensive and rapidly evolving skills requirements have raised the bar for new workers. The traditional school-to-work channels, skills training models, and career paths that build on access to entry-level work, are no longer efficient as they used to in channelling young people towards sustainable careers. In addition, the new economy means not enough jobs will be created for all the young people who want to work.

There is need for more appropriate strategies by the CBOs and supported by the government and other stakeholders. Such strategies should be implemented through collaborative partnerships with stakeholders in empowering more youth succeed in the new economy. The CBOs need to use strategies that will address the needs of the youth. Hence, they need to use innovative or localized methods/ indigenous approaches to addressing youth unemployment. This was equally mentioned by the CBO workers as one way of handling youth unemployment. Some of the indigenous methods used by the CBO workers were; interviewing local members, tertiary skills empowerment by parents and cross-cultural approach.

The choice of such strategies is because the indigenous strategies provide for a better platform and understanding of youth unemployment related issues. For instance, the CBO workers have a better way of holistically understanding and addressing youth unemployment

Another strategy identified was the priority given to addressing youth unemployment by CBOs. The findings indicate that, the CBO workers (33.3%) gave their priority area for intervention on youth unemployment as enhancing economic wellbeing of youth, 22.2% noted their priority area as educating/training the youth, 16.7% indicated their priority area empowering the youth and enhancing psychological wellbeing of the youth, while 11.1% noted their priority area as brokering/linking youth to resources.

These priority areas are key for the CBO workers in addressing youth unemployment issues. Religion is key in alleviating issues related to youth unemployment. Religion plays a vital role in

the youths lives. For instance, the CBO workers interviewed (63.2%) said that religion does have an influence on the way youth cope with unemployment. The role played by religion was mentioned by respondents as; - offering motivation and awareness to the youth by church leaders. Therefore, religion does indeed have a positive influence towards how the youth cope with unemployment although the parents have a different view to that.

5.3 Conclusion

Youth unemployment has gradually penetrated the public's awareness over the last decade, raising the profile of the issue before governments and policymakers. The levels of youth unemployment are not simply a mirror of the business cycle, but rather a persistent structural issue with distinctive causes which requires distinctive solutions that cut across fiscal, labor, social security, and education policies.

The sources of structural change in the economy are well known. They are driven by advances in technology and communication, globalization of production, inexpensive and easy access to information, and changes in the organization of work. The difference is how these changes have transformed the sources of economic value for enterprises and for individuals in essential ways.

The role played by CBOs is pivotal in addressing youth unemployment in Ndeiya division. The strategies applied by CBO workers in addressing youth unemployment have had a positive impact towards the youth. This includes the indigenous methods or approaches which are issue based and culturally appropriate for the youth in Ndeiya.

Consequently, the CBO workers need to be facilitated and supported by the government to address youth unemployment especially in Ndeiya division. Issues to deal with corruption, political goodwill, altitudinal change on youth unemployment and resource mobilization need to be emphasized on as key driving factors towards addressing youth unemployment effectively in the country and specifically in Ndeiya division.

5.4 Recommendations

This research study provides valuable information in the area of youth unemployment in Kenya. The recommendations may be beneficial to government, CBOs, policy makers and stakeholders in the country, county and sector levels in their policy reviews, planning and implementation. The following recommendations were given by each category of respondents.

The CBO workers gave the following recommendations that would help enhance the contribution of CBOs to youth employment in an effort to enhance their socio-economic wellbeing. These are:-

- Goodwill from leaders leading partnership networks with government to combat unemployment
- Empowering youth with skills to support themselves
- Youth empowerment through entrepreneurship mostly agricultural activities
- CBOs to find ways of handling religious cultural practices in solving youth unemployment issues
- CBOs to be legalized and funded by the government to operate everywhere in the country to support youth unemployment

The youth recommendations towards helping CBOs in addressing youth unemployment were noted as: -

- Connecting youth to technical schools to empower youth with more skill and experience
- Increase of the technical schools in Ndeiya
- Funding youth training skills for employment
- Partnerships with government or NGOs to fund youth empowerment programs
- Government funding youth empowerment programs to curb the unemployment issue
- Work close with the youth to know and help them deal with challenges they are facing

CBOs involve the public in resolving youth unemployment The key informants recommended that: -

- CBOs should empower youth with skills and create employment opportunities for themselves and others
- Training facilities for youth to be increased in Ndeiya
- Youth to be offered Empowerment programs

The parents recommended that: -

- Communal awareness in churches, schools and barazas to the youth
- Self-help groups formation will go a long way enable youth start small projects that will improve their quality of life.
- Current CBOs to come-up with empowerment programs for youth & more CBOs to be registered
- Government intervention by fighting corruption and introducing programs and funding to youth to reduce unemployment
- Formation of Youth Sacco to economic empower the youth
- Guidance and Counselling to the Youth

5.5 Recommendations for further research

The researcher is of the opinion that a similar study would be done countrywide to assess any similarities in terms of youth unemployment as indicated in this study. This is because the current study was limited to Ndeiya division, Kiambu County, Similarly, a study be done on the impact of community based organizations on socio economic activities in other counties.

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APPENDIX I: QUESTIONNAIRE FOR CBO WORKERS

Introduction

My name is Esther Jean Wanjiru Munuku. I am currently pursuing my Master’s Degree in Rural Sociology and Community Development at the University of Nairobi, Department of Sociology and Social Work. As a part fulfilment for the award of the said degree I am conducting a study on *The Role of Community Based Organizations in Addressing Youth Unemployment in Ndeiya Division, Kiambu County*.

In this regard, please respond to the questions in this questionnaire. All information provided will strictly be for purposes of the study only and your views will be treated as strictly confidential.

Respond to the questions in the questionnaire by putting (√) or by filling in the empty spaces.

Questionnaire Number		
Date of Interview		
Interview Outcome	Complete	1
	Incomplete	2
SECTION A: GENERAL IDENTIFIERS		
Agency category	Government department	1
	NGO	2
	CBO	3
	FBO	4
	Private (commercial)	5

SECTION B: RESPONDENT'S BACKGROUND INFORMATION

1. Gender	Male	1
	Female	2

What is your Age?

1. Below 30 years
2. 31-35 years
3. 36-40 years
4. 41-45 years
5. 46-50 years
6. Above 51 years

What is your highest qualification attained?

1. Certificate in social work
2. Diploma in social work
3. Bachelor's degree in social work
4. Masters in social work
5. PhD/Doctoral in social work
6. Any other (please specify)-----

What is your religious affiliation?

1. Christian Catholic
2. Christian Protestant
3. Islam
4. Traditionalist
5. None

What client group category does your CBO serve?

1. Children
2. Youth
3. Adults
4. Elderly people

SECTION C: ROLE OF CBOs IN ADDRESSING YOUTH UNEMPLOYMENT

6. In your view, what do you understand by ‘youth unemployment’?

7. Do you think the CBOs have a role in addressing youth unemployment?	Yes	1
	No	2

8. If yes, which particular role do CBOs play in addressing youth unemployment?

9. As a Community Based Worker what specific role are you playing in addressing youth unemployment?

SECTION D: FACTORS CONTRIBUTING TO YOUTH UNEMPLOYMENT

10. What are some of the factors contributing towards youth unemployment? Please specify at least three main factors

11. What is your estimate of the prevalence of youth unemployment?	Low	Moderate	High	Very high	1
					2
					3
					4

Do you think addressing youth unemployment should be given priority by CBOs?
 Yes 2. No

13. Please explain your answer in 12 above

Do you think women and men are affected differently by youth unemployment?

Yes 2. No

Are there any cultural barriers that hinder youth from seeking employment?

Yes 2.No

16. If yes, what are some of the cultural barriers?

SECTION E: CHALLENGES FACED BY CBOs IN ADDRESSING YOUTH UNEMPLOYMENT

17. What would you consider as the major challenge in addressing youth unemployment?

18. Please tick appropriately in the following statements	Strongly disagree	Disagree	Not sure	Agree	Strongly agree
a. Youth unemployment is not given priority by CBOs.					
b. CBOs do not have the capacity to address youth unemployment					
c. As a community based worker, I do not have the adequate skills and knowledge in addressing youth unemployment in my community work interventions.					

d. The training I got adequately equipped me in addressing youth unemployment.					
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SECTION F: STRATEGIES USED BY CBOs IN ADDRESSING YOUTH UNEMPLOYMENT

19. Which of these community based approach[es] do you mostly use in addressing youth unemployment?	<ol style="list-style-type: none"> 1. Remedial/ Therapeutic approach 2. Developmental approach 3. Generalist practice 4. Any other (please specify)-----
---	--

20. How effective are (is) the approach that you use?	<ol style="list-style-type: none"> 1. Not at all effective 2. Slightly effective 3. Effective
---	--

21. What is your priority area for intervention while addressing youth unemployment?	<ol style="list-style-type: none"> 1. Enhancing economic well being of youth 2. Enhancing psychological well being of youth 3. Domestic/family issues 4. Brokering/linking youth to resources 5. Empowering youth 6. Educating/training youth 7. Other youth needs (specify) -----
--	---

22. Are you aware of any indigenous approach[es] applicable in addressing youth unemployment? Explain. ----- ----- -----

23. Which indigenous approach[es] do you use in your agency in addressing youth unemployment? ----- ----- -----
--

24. What are the strengths of the indigenous approach(es)? ----- -----
--

25. What are the weak points of the indigenous approach(es)?

26. Does religion have any influence (positive/negative) on the way youth cope with unemployment?

27. If yes, what influence does religion have on youth unemployment?

SECTION G : RECOMMENDATIONS

28. What recommendations would you give to enhance the contribution of CBOs to youth employment in an effort to enhance their socio-economic well being?

THANK YOU FOR YOUR PARTICIPATION

APPENDIX II: QUESTIONNAIRE FOR YOUTH

Introduction

My name is Esther Jean Wanjiru Munuku. I am currently pursuing my Master’s Degree in Rural Sociology and Community Development at the University of Nairobi, Department of Sociology and Social Work. As a part fulfilment for the award of the said degree I am conducting a study on *The Role of Community Based Organizations in Addressing Youth Unemployment in Ndeiya Division, Kiambu County*.

Confidentiality will be observed and the information provided will strictly be for purposes of the study only and your views will be treated as strictly confidential.

Respond to the questions in the questionnaire by putting (√) or by filling in the empty spaces.

Questionnaire Number	
Date of Interview	
Interview Outcome	Complete 1
	Incomplete 2
SECTION A: RESPONDENT’S BACKGROUND INFORMATION	
1. What is your gender?	
a. Male b. Female	
2. What is your age?	
1. 18-25 years 2. 25-31 years 3. 31-35 years	
3. What is your highest educational qualification attained?	
1. PhD 2. Masters 3. Bachelor’s degree 4. Diploma 5. Certificate 6. K.C.S.E 7. K.C.P.E	

4. What is your religious affiliation?		
1. Christian Catholic 2. Christian Protestant 3. Islam 4. Traditionalist 5. Other religion (Please specify)-----		
5. Marital status		
1. Single 2. Married 3. Separated 4. Divorced		
SECTION B: ROLE OF CBOs IN ADDRESSING YOUTH UNEMPLOYMENT		
6. Are you aware of any initiative by a community based organization in addressing youth unemployment.	Yes	No
7. If yes which type of initiative? ----- -----		
8. Do you think the community based organizations have a role in addressing youth unemployment?	Yes	No
9. If yes, what roles have they played in enabling you or fellow youths in securing employment opportunities? ----- -----		
SECTION C: FACTORS CONTRIBUTING TO YOUTH UNEMPLOYMENT		
10. Are you aware of youths who do not seek for work because they lack skills that make them employable?	Yes	1
	No	2

<p>11. If yes, how many?</p> <p>-----</p>
<p>12. Kindly tick below your level of agreement with the statement that ‘Most youths fail to get employed because they lack viable skills’</p> <ol style="list-style-type: none"> 1. Yes (I agree) 2. No (I do not agree) 3. I don’t know
<p>13. Kindly tick below your level of agreement with the statement that ‘Most female or male youths do not seek employable skills and employment because they will eventually get married’</p> <ol style="list-style-type: none"> 1. Yes (I agree) 2. No (I do not agree) 3. I don’t know
<p>14. Please explain your answer</p> <p>-----</p> <p>-----</p>
<p>15. What is your estimate of the prevalence of youth unemployment in the your area?</p> <ol style="list-style-type: none"> 1. Low 2. Moderate 3. High 4. Very high
<p>16. Do you think addressing youth unemoloyment should be given priority by community based organisations?</p> <p>1. Yes 2. No</p>
<p>17. Do you think that being of a particular gender limits your employability?</p> <p>1. Yes 2. No</p>
<p>18. Please explain your answer above.</p> <p>-----</p> <p>-----</p>

19. Why have you been unsuccessful in finding a job?

- a) There are not enough jobs
- b) There are jobs but I do not have information about the jobs
- c) You don't know the right people; employers hire through their friends and Family
- d) You don't have the right skills
- e) I don't have enough education
- f) I don't have experience
- g) I don't do well in interviews
- h) I am living too far
- i) People discriminate against me because of-----
- j) Wages are too low
- k) Other, Specify-----

20. How long have you been without work and seeking work?

- 1. Since Your Last Job
- 2. Since You Left School
- 3. Other, Specify.....

21. How long have you been seeking work?

1. Weeks 2. Months 3. Year

SECTION E: READINESS FOR EMPLOYMENT

22. Do you feel that you have already acquired skills (knowledge, skills, attitudes, values, approaches) that make you employable?	<ul style="list-style-type: none"> 1. Yes 2. No
--	---

23. What are some of the skills, knowledge base, values that support you in seeking employment?

24. What do you think should be done to help CBOs in addressing youth unemployment?

THANK YOU FOR YOUR PARTICIPATION

APPENDIX III: QUESTIONNAIRE FOR KEY INFORMANTS

Introduction

My name is Esther Jean Wanjiru Munuku. I am currently pursuing my Master’s Degree in Rural Sociology and Community Development at the University of Nairobi, Department of Sociology and Social Work. As a part fulfilment for the award of the said degree I am conducting a study on *The Role of Community Based Organizations in Addressing Youth Unemployment in Ndeiya Division, Kiambu County*.

Confidentiality will be observed and the information provided will strictly be for purposes of the study only and your views will be treated as strictly confidential.

Respond to the questions in the questionnaire by putting (√) or by filling in the empty spaces.

Questionnaire Number		
Date of Interview		
Interview Outcome	Complete	1
	Incomplete	2
SECTION A: GENERAL IDENTIFIERS		
Agency category	Government department	1
	NGO	2
	CBO	3
	FBO	4
	Private (commercial)	5
SECTION B: RESPONDENT’S BACKGROUND INFORMATION		
1. Gender	Male	1
	Female	2
2. What client group category does your organization/department serve?	Children	1
	Youth	2
	Adults	3
	Elderly people	4
	All the above	5

SECTION C: ROLE OF COMMUNITY BASED ORGANISATIONS IN ADDRESSING YOUTH UNEMPLOYMENT

3. What do you understand by 'youth unemployment'?

4. How many community based organisations do you know that engage in addressing youth unemployment within Ndeiya division?

1. None
2. 1-5
3. 6-10
4. 11-15
5. 16-20
6. 21-25
7. Above 25- Please specify

5. Do you think the community based workers play a role in addressing youth unemployment in Ndeiya division?	Yes	1
	No	2

6. If yes, which particular role do community based workers play in addressing youth unemployment?

7. Is youth unemployment a key issue in Ndeiya division?	Yes	1
	No	2

8. Please explain your answer in (7) above.

9. Do you know of specific CBOs that have a programme aimed at addressing youth unemployment?	Yes	1
	No	2

If yes in (9) above, how many?-----				
10. Which of the following activities do community based workers contribute towards in regard to addressing youth unemployment? (Tick answer)				
<ol style="list-style-type: none"> 1. Providing access to information 2. Job counseling 3. Training in attitudes and/or 4. skills to apply for a job 5. Interview coaching 				
11. In your opinion which one among the following is the cause of youth unemployment in Ndeiya division.	1= True	2= False	3= true	Not 4= Don't know
a) There are not enough jobs within Ndeiya division.				
b) Youth lack access to information on new jobs.				
c) Most youths do not know the right people while most hiring occur through friends and family.				
d) Most of the youth do not have the right skills and education.				
e) Most youths do not have the needed experience.				
f) Youths do not do well in interviews.				
g) Most employers discriminate against youths.				
h) Most youths do not seek work				

12. Which of the following statements about what matters when youths are seeking employment in Ndeiya division is closest to your experience.	1=True	2= False	3=Not sure	4 = Don't know
a) Youths need some relative or friend to "open doors" for them.				
b) There is lack of information about vacancies.				
c) Youths have to be aggressive and constantly apply to every vacancy.				
d) Youths must present themselves positively to possible employers.				
e) Youths need to have qualifications to secure a job.				
f) Youths need to have experience to secure a job.				
Other (please specify).....				
13. Which of the following statements about problems facing youth seeking employment in Ndeiya division, is closest to your experience.	1= True	2= False	3=Not sure	4 = Don't know true
a. Most youths do not know where or how to look for work				
b. Most youths require further training before they can apply for work				
Other(Please specify)-----				
14. How long does it take for the average youth to find employment after completing college in Ndeiya division?				
a) -----Months				
b) -----Years				

15. How do youths without employment support themselves and their families?

1. Support from their parents.
2. Support from brothers/sisters.
3. Support from church/ charitable support.
4. Alimony or other family support.
5. Others, please specify.

16. If no, what additional skills and competences do you do you think the youth should possess in order to increase their chances of being employed?

.....

.....

17. Do you feel that religion has an impact on youth unemployment?

RECOMMENDATIONS

18. What recommendations would you give to enhance the contribution of community based organizations to youth employment in enhancing their socio-economic wellbeing.

19. What do you think should be done to effectively address youth unemployment?

THANK YOU FOR YOUR PARTICIPATION

APPENDIX IV: INTERVIEW SCHEDULE FOR PARENTS

Introduction

My name is Esther Jean Wanjiru Munuku. I am currently pursuing my Master's Degree in Rural Sociology and Community Development at the University of Nairobi, Department of Sociology and Social Work. As a part fulfilment for the award of the said degree I am conducting a study on *The Role of Community Based Organizations in Addressing Youth Unemployment in Ndeiya Division, Kiambu County*.

Confidentiality will be observed and the information provided will strictly be for purposes of the study only and your views will be treated as strictly confidential.

1. What do you understand by youth unemployment?
2. Is youth unemployment a key issue in Ndeiya division?
3. How many communities based organizations do you know that engage in addressing youth unemployment within Ndeiya division?
4. Do you think the community based workers play a role in addressing youth unemployment in Ndeiya division?
5. Do you know of specific CBOs that have a programme aimed at addressing youth unemployment?
6. How do youths without employment support themselves and their families?
7. Do you feel that religion has an impact on youth unemployment?
8. What are some of the factors contributing towards youth unemployment? Please specify at least three main factors.
9. Are there any cultural barriers that hinder youth from seeking employment?
10. What recommendations would you give to enhance the contribution of community based organizations to youth employment in enhancing their socio-economic wellbeing?

APPENDIX V: RESEARCH SCHEDULE

Activity	Duration of research in months													
	(2018)						(2019)						(2020)	
	Jan- Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May- Sept	Oct- Dec	Jan- April	May- Oct
Proposal writing - 1 st Draft														
Proposal writing - 2 nd Draft														
Proposal writing - Final Draft														
Presentation of proposal and approval to the university														
Ethical clearance														
Pre-testing tools-pilot study														
Data collection														
Call backs and gap closure														
Data transcription														
Data entry and editing														
Report writing														
Presentation of first thesis draft and working on suggested corrections														
Submission of final thesis														
Corrections and Defense of thesis														

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