INFLUENCE OF YOUTH PARTICIPATION ON PERFORMANCE OF 'TREES FOR JOBS' INITIATIVE IN ARID AND SEMI-ARID AREAS: A CASE OF GARBATULLA DISTRICT

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DECLARATION

This project is my original work and has not been presented to any other university for award of a degree.

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This work is dedicated to my children, Kabui, Wahome and Wangui who gave me the motivation to pursue this project.

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ABBREVIATIONS AND ACRONYMS

ASALs: Arid and Semi Arid Lands

ALMP: Active Labour Market Programmes

GOK: Government of Kenya

KFS: Kenya Forest Service

KKV: Kazi Kwa Vijana

ILO: International Labor Organization

MOYAS: Ministry of Youth Affairs and Sports

MOPND: Ministry of Planning, National Development and Vision 2030

NGO: Non-Governmental Organization

PEV: Post Election Violence

PELIS: Plantation Establishment and Livelihood Improvement System

PMI: Project Management Institute

SPSS: Statistical Package for Social Sciences

UNDP: United Nations Development Programme

UNICEF: United Nations Children's Fund

YEDF: Youth Enterprise Development

ABSTRACT

Youth unemployment is a global problem that is particularly endemic in Sub-Saharan Africa and Kenya in particular. On the other hand, Kenya's forest cover is below the globally recommended 10%. 'Trees for Jobs' is a government programme aimed at alleviating youth unemployment while increasing forest cover. Since 2010, this initiative has been implemented in Garbatulla District but has only realized a seedling survival rate of 2.8%. This study purposed to investigate the influence of youth participation in the success of the 'Trees for Jobs' Initiative in arid and semi-arid areas (ASALs) with particular reference to Garbatulla District, Isiolo County. The study was guided by four research objectives: to establish how youth participation in project initiation influences the performance of 'Trees for Jobs' Initiative; to assess the influence of youth participation in project planning on the performance of 'Trees for Jobs' Initiative; to evaluate the influence of youth participation in project implementation on the performance of 'Trees for Jobs' Initiative and to assess the influence of youth participation in project closure on the performance of 'Trees for Jobs' Initiative. The study utilized a cross-sectional descriptive survey design. The population was the 608 youth who had been employed under 'Trees for Jobs' Initiative in Garbatulla District. A sample of 235 respondents was arrived at using a proportionate cluster sampling design. Data were collected by use of questionnaires and were analyzed by use of qualitative and quantitative techniques. The findings were presented in frequency and percentage tables while Spearman's Rank-Order Correlation Coefficient was utilized to establish the relationships between the four independent variables and the dependent variable. Findings revealed that the youth had not been adequately involved in project initiation, project planning, project implementation and project closure. The study concluded that poor participation of the youth in the four stages of the project cycle contributed to low survival rates of the trees. The study therefore recommends that government and other development agencies should involve the youth actively in all the stages of the project cycle in the 'Trees for Jobs' initiative or any other development projects. Additionally, the 'Trees for Jobs' initiative should be reviewed and restructured to address the unique weather and climatic conditions of ASAL areas or be withdrawn altogether and replaced with more environmentally-friendly projects that provide sustainable employment. The study finally suggested areas that other researchers can delve into and which were not covered in the current study due to inherent limitations.

CHAPTER ONE

INTRODUCTION

1.1.Background to the study

Youth unemployment is a universal problem. According to ILO (2012) global youth unemployment has been on the rise and was estimated to be at 12.7% in 2012. The youth-adult unemployment ratio stood at 2:8 in 2011. Youth unemployment is expected to remain relatively high and reach 12.9% by 2017 especially because of rapid population growth, slow economic growth as well as lack of education, skills and experience among the youth (AEO, 2013a).

In East Asia, youth unemployment was at 9.5% in 2012 while in Europe it was estimated to be 17.5% (ILO, 2012). Sub-Saharan Africa youth unemployment was approximately 11.5% in 2011 which was a stable trend that began in 2005. In 2013, AEO (2013a) estimates that it will reach the 20% mark. Oppenheimer and Spicer (2011) opine that youth unemployment is aggravated by conflicts, poverty, diseases and illiteracy.

Kenya has 7,944,646 young people, 51.2% being female and 48.8% male (UNDP 2010). Moreover, 38% of the youth are either not in school or not working. According to Omolo (unpublished) Kenya youth unemployment has often doubled that of the entire country because of a burgeoning young population (a phenomenon called the 'youth bulge') which is also responsible for the massive unemployment that is being witnessed in the country (NCCK, 2012).

On the other hand, Kenya forest cover is approximately 5.9% which is way below the recommended 10% (KFS, 2012) and is equivalent to 3.5 million hectares. Of these, only 2.4% are indigenous closed canopy forests, mangroves and plantations owned by both governments and private individuals (African Forest Communication Network, 2012). The need to replenish forest cover is more acute in ASALs like Garbatulla District, which comprise 75% of the land mass of the country (Matiru, 2002).

In the past, the government has instituted several measures to replenish forest cover including the Kenya Forest Marshall Plan Project of 1991, the Forest Act of 2005 which created the Kenya Forest Service (KFS, 2012) and Plantation Establishment and Livelihood Improvement System (PELIS) programme. The Vision 2030 also aims at improving the current forest cover to 10% by the year 2030 (Ministry of Forest and Wildlife, 2012).

It is against this background that 'Trees for Jobs' initiative was launched in 2009 under the Ministry of Youth Affairs and Sports (MOYAS) as part of the KKV Programme. This Vision 2030 flagship project involves employing young people to plant trees in all districts with the twin objective of creating employment for the youth and improving forest cover (Kenya Vision 2030, 2013). In Garbatulla District, Ksh 5,343,375 was spent between the years 2010 and 2012, 608 youth were employed and 45,140 trees were planted yet only about 2.8% of the trees were surviving by January 2013 (Government of Kenya, unpublished).

Although ASALs have harsh climatic conditions that adversely affect seedlings, trees have been planted successfully by members of the Garbatulla community in the past thus implying that the present dismal performance could have been mitigated if the input of the community would have been utilized. Bhattacharya (2001) posits that the sustainability of forests and the resources thereof is premised on effective and active participation of local people in conservation projects not only as labourers but also as decision makers. It is critical, therefore, to investigate the initiative with the aim of establishing the extent to which youth participation or the lack of it influenced performance in terms of increase in tree cover.

1.2.Statement of the Problem

Rising youth unemployment is a formidable challenge to many governments because of the threat posed by a growing youth population. Similarly, the country's diminishing tree-cover is worrying because of climate-change related complications and the threat posed to the survival of future generations. Cognizant of these facts, the Government of Kenya initiated the 'Trees for Jobs' programme with the dual objective of providing employment to the youth and also increasing forest cover. This programme is implemented equally across the country (Kenya Vision 2030, 2013). However, while millions of shillings have been spent on this initiative in Garbatulla District, only 2.8% of the seedlings have survived (Government of Kenya, unpublished). While this dismal performance can be attributed to harsh weather conditions experienced in ASALs, the Garbatulla community had previously successfully planted trees and therefore has vital knowledge on this practice. The sustainability of conservation programmes is premised on active participation and ownership by the beneficiary community (Okot-Uma and

Odiachi, 1999). Moreover youth programmes have been found to be ineffective when the youth are not involved in determining the nature of such interventions. Since 'Trees for Jobs' is a government-developed blueprint which is supposed to be implemented with and for the youth, this study examines whether youth participation influences the performance of the initiative in Arid and Semi-Arid Areas particularly in Garbatulla District.

1.3.Purpose of the study

This purpose of this study was to examine the influence of youth participation in 'Trees for Jobs' initiative on the performance of the programme as implemented in ASALs, particularly in Garbatulla District, Isiolo County. Specifically, the study examined how youth participation in project initiation, planning, implementation and closure influenced the project in its objective of increasing forest cover.

1.4 Research Objectives

i. To establish how youth participation in project initiation influences the performance of 'Trees for Jobs' Initiative in Garbatulla District.
ii. To assess the influence of youth participation in project planning on the performance of 'Trees for Jobs' Initiative in Garbatulla District.
iii. To evaluate the influence of youth participation in project implementation on the performance of 'Trees for Jobs' Initiative in Garbatulla District.
iv. To assess the influence of youth participation in project closure on the performance of 'Trees for Jobs' Initiative in Garbatulla District.

1.5 Research Questions

i. To what extent does youth participation in project initiation influence the performance of 'Trees for Jobs' Initiative in Garbatulla District?

ii. To what extent does youth participation in project planning influence the performance of 'Trees for Jobs' Initiative in Garbatulla District?

iii. To what extent does youth participation in project implementation influence the performance of 'Trees for Jobs' Initiative in Garbatulla District?

iv. To what extent does youth participation in project closure influence the performance of 'Trees for Jobs' Initiative in Garbatulla District?

1.6.Significance of the study

This study is important for government policy-makers and implementers because it will aid in refining the 'Trees for Jobs' Initiative to make it more efficient in increasing forest cover. The study findings will also create awareness among the youth on the roles they should play in government-funded projects. Finally, the findings of this study will add to the already existing corpus of information on youth development and project management.

1.7. Delimitations of the study

The study was carried out only among the youth who had participated in various projects under the 'Trees for Jobs' Initiative in Garbatulla Central and Kinna Divisions since 2008. The research was therefore aided by the availability of records of participants which were provided by the project implementing agency (MOYAS).

1.8. Limitations of the study

They study was limited by time, distance and financial resources. To overcome these challenges, the study restricted itself to areas which could be easily accessed through public transport. Illiteracy and semi-illiteracy also presented challenges but these challenges were overcome by using local youth who had participated in the initiative and who were trained on data collection by the researcher.

1.9. Assumptions of the study

This study assumed that the selected sample was representative of the population, that the questionnaires were valid and reliable and that the respondents were truthful with their responses.

1.10. Definitions of Significant Terms

ASALs (Arid and Semi- Arid Lands): Areas that receive annual rainfall ranging from 0-300 mm and 300-600 mm respectively

Community: A collection of people living in the same locality; sharing culture, norms, values, language, religion, needs and interests. In this study, the community refers to the youth who were the intended beneficiaries of the initiative.

Influence: The ability one variable has to influence how another behaves.

Participation: Involvement of community members in development initiatives that concern and affect them.

Performance: Increase of forest cover / survival of seedlings through 'Trees for Jobs' initiative.

'Trees for Jobs' initiative: A government initiative under KKV Programme aimed at creating youth employment and increasing forest cover

Youth: The Constitution of Kenya (2010) defines the youth as the collectivity of all individuals in the Republic who have attained the age of 18 years but have not attained the age of 35 years (Government of Kenya, 2010).

CHAPTER TWO

LITERATURE REVIEW

2.1. Introduction

This chapter summarizes the secondary works of other researcher in the area under study. It identifies findings related to participatory development, youth development and project management. After a discussion on project cycle management and participatory community development, the study analyzes primary and secondary works in participatory project initiation, planning, implementation and closure and finally participatory conservation. This is followed by the theoretical framework and the conceptual framework.

2.2. Project Cycle Management

The Project Management Institute (2008) defines a project as "a temporary endeavor undertaken to create a unique product, service or result." A project can also be viewed as "an activity that has a beginning and an end which is carried out to achieve a particular purpose to a set quality within given time constraints and cost limits" (Chartered Institute of Management, 2013). This implies that projects have specific timelines, definite budgets, deliverables, activities, inputs and outputs among other important aspects.

The project cycle is the sequence of activities that a project undergoes from conception to the time it is wound up. Although opinion differs on the number of stages in a project cycle the fundamentals remain the same. This study utilizes four main stages: project initiation, project planning, project implementation and project closure (Westland, 2006). The diagram below illustrates the four steps of the project cycle.

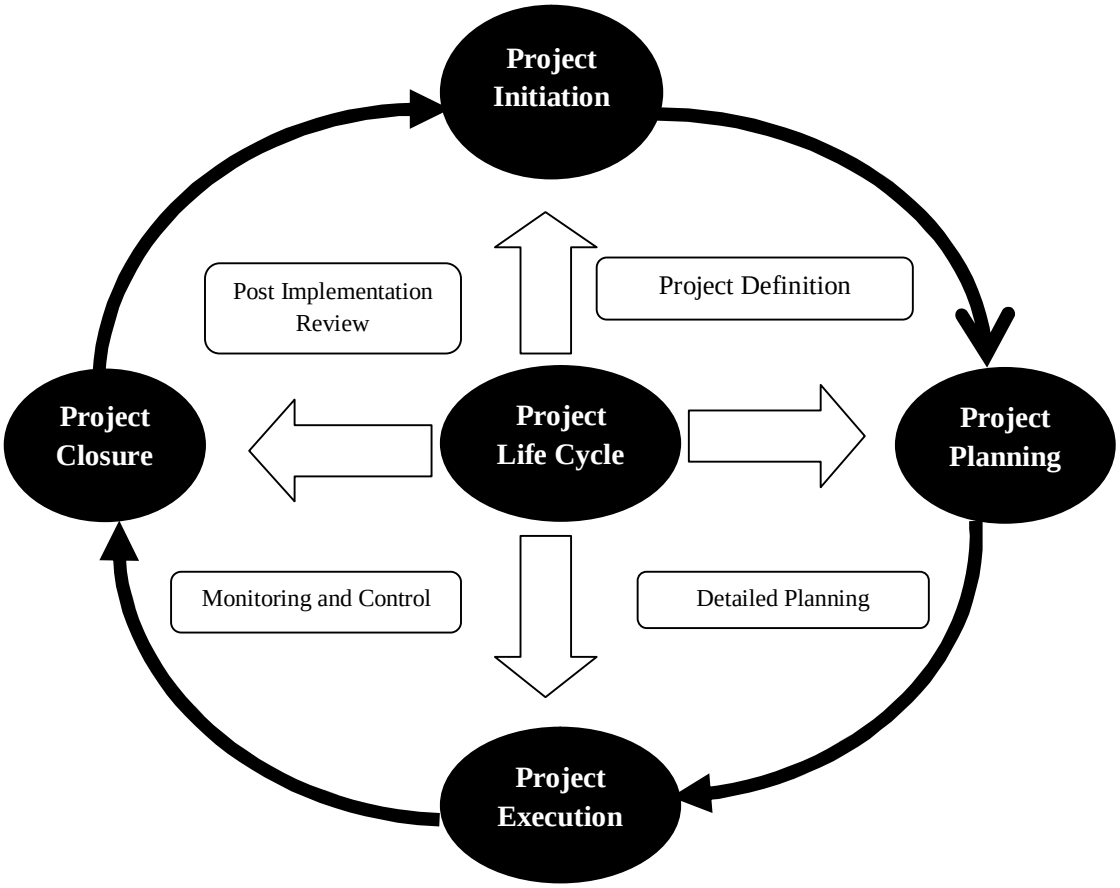

Fig 2.1 Project Life Cycle (Westland, 2006)

Project Management is defined as:

> ". . . application of knowledge, skills, tools and techniques to project activities to achieve project requirements. Project management is accomplished through the application and integration of the project management processes of initiating, planning, executing, monitoring and controlling, and closing" (PMI, 2008, p6).

Project Cycle Management can therefore be understood to mean all the managerial actions and decision-making procedures employed during the course of the project cycle. Essentially, a project manager has to make decisions at all stages of the project cycle and consequently influence the course of the project.

Maraga, Kibwage and Oindo (2010) posit that the project approach to development is a crucial tool used by players in development circles when carrying out projects in impoverished societies. Previously, such initiatives were geared towards transferring resources and knowledge to communities in a 'top-down' approach. In spite of this, project beneficiaries were not participating fully in project identification, planning, implementation and monitoring and evaluation in development initiatives meant to make their lives better.

2.2.1. Community Participation in Project Management

To understand the role of the community in participatory project management, one must critically analyze how members participate at every stage of the project life cycle and the rationale behind their involvement, non-involvement or partial participation. As Mulwa (2010) observes:

> It is believed that community projects will continue to suffer poor sustainability as long as development professionals and change agencies keep on doing things for the people. The methodological orientation in community development is largely responsible for the insignificant impact and continued deprivation of the poor. It is the approach applied in the entire project cycle management that ultimately determines what happens after the project-funding phase is over. Keen observers tend to point out that numerous community projects collapse soon after the handing-over ceremony due to many factors, most critical of which is assumed to be low or non-community participation in decision-making (p 95– 96).

According to Alli and Emery (1994) there is increasing demand for communities to be involved in development initiatives that concern them because this increases the probability of choice for community members, the likelihood that communal projects will be relevant and that the outcomes will be beneficial.

Participation can be understood from a number of perspectives. Passive participation may take the form of an extractive approach where the role of the people is relegated to provision of labour as directed by experts; and people are coerced to work (Mulwa, 2010). It involves forcing down blueprints, developed externally, on communities and attempting to mobilize the support of the community instead of engendering active involvement in decision-making and control (Okot-Uma and Odiachi, 1999). The 'Trees for Jobs' Initiative belongs to this category because the youth are expected to embrace the project and cooperate with the implementing agency at the level of execution only. Onyango (unpublished) carried out a study titled, "The Effect of Youth Programmes on Rural Development in Rongo District" in 2011 and found out that youth programmes were not effective because the youth were not involved in determining the nature of the projects.

Active or authentic participation, conversely, implies that people take centre-stage in deciding and setting their own priorities with external support facilitating the process thus resulting in viable and beneficial projects and increased self-esteem. According to Wicklin (2001) the World Bank' definition of participatory development is more incisive because its states that "Participatory development is a process through which stakeholders influence and share control over development initiatives, and the decisions and resources which affect them". Consequently, four levels of participation are indentified as shown in the table below:

Level of Participation	Activities	Outcomes
Low Level Participation	1. Information sharing	One-way communication
	2. Consultation	Two-way participation
High Level Participation	3. Collaboration	Shared control over decisions and resources
	4. Empowerment	Transfer of control over decisions/ resources

NB: The World Bank recognizes only high level as partnership.

Table 2.1: Levels of Participation in Project Management

Drydyk (2008) provides another view of community participation in project management in which participation is viewed as a continuum which has seven stages. The first step is passive participation which involves beneficiaries being informed about the process of development. In the second stage, participants are only involved in information giving. In the third step of the participation continuum, community members are consulted by experts who listen to the latter's view but do not yield decision-making roles. The fourth step involves provision of labour in exchange for material incentives like food and cash. The fifth step is referred to as functional participation whereby the main objectives of the project have already been determined and decisions have been made. Sixthly, interactive participation involves mutual analysis and planning, formation of indigenous institutions or strengthening of those in place. Essentially, the new bodies usurp power and control of the project and give the local people a voice. The final step in the continuum is characterized by self-mobilization. Here the community is in total control of resource utilization but retains contact with extraneous organizations for resources and technical advice. Evidently, the 'Trees for Jobs' initiative can be located between the first and fifth steps of the continuum because it adopts a labor-provision approach.

Active community participation must occur at all levels of the project cycle as is aptly underscored by Okot-Uma and Odiachi (1999):

> The significance of community participation in conservation projects depends on how it takes place, when it occurs in the project cycle, at what level and who among the community participates. Therefore, in designing strategies for promoting community conservation it is necessary to analyze the different dimensions and the forms of participation, identify the different social actors and determine structural / functional constituents of the local community as management units (p69).

Participation in development is very crucial in youth development work. The SPW/ DFID-CSO Youth Working Group (2010) observes that when young people participate in development, their ability to satisfy their needs is strengthened and they become less vulnerable to political instability, anti-social life and financial problems. Agbor, Taiwo and Smith (2012) posit that about 200 million Africans are youth who comprise 40% of the workforce yet 60% of them are unemployed. This large group of unemployed youth forms a youth bulge that can either be harnessed as a resource for economic development or be neglected at the risk of turning into a disaster. Ochillo (unpublished) carried out a research study titled "Factors Influencing Youth's Participation in Community Development Projects in Emuhaya Division, Kenya" in 2010 and found out that youth characteristics, sensitization and advocacy, social cultural determinants, economic factors and the actual participation were the main factors responsible for youth participation in development. The current study, however, delves into 'Trees for Jobs' Initiative which is a specific intervention.

According to SPW/ DFID-CSO Youth Working Group (2010) organizations should work with the youth because the youth bulge is posing serious socio-economic problems for

governments and communities. The youth should be viewed as an opportunity or investment with great potential to contribute positive ideas for their development. Secondly, working with the youth helps young people participate in democracy, development and peace-building. Youth participation in development is engrained in the World Programme Action for Youth (WPAY) which became operational in 1995 and was diversified in 2007 by the UN General Assembly (GA). This policy identifies priority areas in which governments must create responsive and pragmatic programmes with and through youth participation. These areas include drug abuse, conflict, environment, HIV/Aids, leisure, education and employment among others. In 2009, the GA adopted resolution 64/130 which among other things impressed upon member states the need to reinforce youth participation in the "protection, preservation and improvement of the environment as envisioned in Agenda 21".

2.3. Participatory Project Initiation

The Sustainability Institute (2009) asserts that any agency seeking to initiate a development project in a particular community must spend time, prior to implementation of the project, defining the motives of the project and the beneficiaries and also seeking approval from the intended recipients and stakeholders. This stage is fundamental to a project since identification of problems and needs within the community are prerequisites in launching a project. Essentially, this is the time to carry out a feasibility study to ensure that the problem is well-defined. According to Kirst-Ashman and Hull (2009) it is crucial for project implementers to involve the community in coming up with priority needs which a project can address.

Swanepoel and De Beer (2006) assert that a stakeholder analysis is also imperative in determining the level to which each stakeholder will be involved in a project based on the importance and influence of each player. Stakeholders are the people and institutions which have a direct or indirect interest in the proposed project and those who will be impacted by its implementation to varying degrees (Bessette, 2004). Primary stakeholders are the immediate project beneficiaries, for example the youth in 'Trees for Jobs' Initiative. Secondary stakeholders may not have a direct interest but the project is likely to affect some of their programmes or activities. For example the Kenya Forest Service, as the custodian and manager of forest resources, will be interested in the process and outcomes of 'Trees for Jobs' initiative. Schwalbe (2009) asserts that the role assigned to each stakeholder depends on the interests and impacts they are expected to have in the project.

Stakeholder analysis forms the basis for problem analysis. The most crucial stakeholders must be involved in identifying the problems in the community that can form the basis of a project. A problem tree can be used as a vehicle to arrive at the actual problem because it delineates causes from effects and defines the links therein. The resulting document is called a project charter (Martin and Tate, 2001). In essence the idea or need is turned into a prospective project through participation of stakeholders.

In realistic situations, however, project implementers often inform communities about projects long after the project is planned. This is done through meetings in which officers simply justify their actions and allow no amends (Maraga, Kibwage and Oindo, 2010).

The essence of such forums is therefore to provide implementation guidelines and not to elicit ideas from the community.

2.4. Participatory Project Planning

Young (1996) asserts that the project planning stage involves designing the project. Objectives are stated in a specific, measurable, accurate, realistic and time-bound manner (SMART). The project team analyzes the project in terms of all the inputs needed to execute it successfully. Some of the tools used in planning include SWOT (Strengths, Weaknesses, Opportunities and Threats) Analysis and PEST (Political, Economic, Social and Technological) Analysis. These methodologies guide participants and provide a holistic picture of the influences that will impact the project. A logical framework (logframe) is also used to give the project design a structure. The Logframe is very crucial as a planning, implementation and monitoring and evaluation tool. Essentially, a Logframe is designed around objectives, outputs, inputs and activities.

Participation in project planning is very crucial. It is important that people feel that their knowledge and skills are appreciated and respected. Midgley (1986) observes that human dignity is boosted when they are recognized as being capable of deciding and taking responsibilities for the decisions they make. Participatory planning strengthens the desire to work through the project together with the financier. While the project outcome will meet the concrete or abstract needs of community members, participation in planning enables projects to meet abstract needs (Schwalbe, 2009).

2.5. Participatory Project Implementation

Mulwa (2010) observes that participatory project implementation is aided to a large extent by active involvement of beneficiaries in project initiation and project planning. If community members have been involved in the other two processes, they will be motivated by altruism and not the expected material gain that accrues from the project. Midgley (1986) postulates that participation of community members is often overlooked in the rush to complete projects. It is generally assumed that people have no knowledge or ability of their own to implement projects and must only be involved in the processes and activities that do not require technical knowledge – especially implementation.

Participation is more of a political process in which community members take charge of their own destiny within the context of the dynamics that define their lives. It gives them an opportunity to do things their own way and to learn by practice – a concept referred to as praxis by Paulo Freire (1970). Pragmatic participation in project implementation makes people more confident of their abilities and predisposes them to the possibility of doing it themselves the next time. Inadequate participation in the implementation and management of projects implies that such projects have little chance of being sustainable (Maraga, Kibwage and Oindo, 2010).

2.6. Participatory Project Closure

Project closure comes at culmination of a project and involves ensuring that the project has delivered on what it was set to do (Westland, 2003). This is the point at which the project team will reflect on the process and make a judgment as to whether the project

was successful. The Project Management Institute (2008) similarly asserts that project closure delves into the question of whether the project is complete and whether it has met its objectives.

Projects must be objectively monitored and evaluated as objectives are compared with achievements. Midgley (1986) posits that participatory monitoring and evaluation is one of the efforts that aim at redistributing power to the powerless. It is logical that since the project was initiated for the community, the latter should participate in evaluating its outcomes. However, if the implementers had ignored the community during initiation, planning and implementation of the project, they will not be comfortable being evaluated by the same community. Mulwa (2008) further argues that the reason why donor funded projects are not sustainable is because the people for whom this initiatives are intended do not own them. Ownership is a product of active participation.

Project closure also involves handing over the project to the beneficiaries (Westland, 2006). Often, the intended beneficiaries may not accept a project for which their participation was not required. In tree planting projects in arid areas, for example, the need for sustainability of the project is crucial because there is little water to spare for trees once the project is finished yet the trees must be watered until they can survive on their own.

2.7. Participatory Community Afforestation

Vihemäki (2005) studied participatory forest conservation in East Usambara Mountains of Tanzania and asserted that in forest conservation, two main approaches dominate. The first methodology is of Western origin and is preservationist in nature which implies that that humans and nature should be separated. The second method, which is more prevalent in developing nations, is participatory conservation in which communities are involved actively in conservation. The preservationist approach views community-based conservation as a strategy of diluting conservation. On the other hand, those who advocate for community conservation acknowledge the limitations of this approach but attribute them to poor implementation. Participatory forest conservation seeks to have local communities not only as beneficiaries but also as decision-makers. Essentially the dynamics of forest conservation are such that local communities and donors are motivated by different sets of conditions.

Moreover, in a study carried out in Nyando River Basin entitled "Factors Determining Community Participation in Afforestation Projects in River Nyando Basin, Kenya", Maraga, Kibwage and Oindo (2010) found out that the benefit factor and environmental degradation were the two main factors that determined community participation in environmental conservation. These authors argue that it is important to recognize the central role of communities in the project cycle when implementing community conservation projects. For project donors/sponsors (government, private or non-governmental) the involvement of all stakeholders in the design and implementation of afforestation projects should be prioritized so as to ensure beneficiaries own the project

and also to instill virtues of accountability, transparency and sustainability. Active participation of beneficiaries in project design and implementation will also enable donors/sponsors to identify and address the factors leading to poor community participation in afforestation projects.

Community forest conservation and tree planting projects can be accomplished through community paid labour especially by engaging the youth who are most affected by unemployment. This is done through Active Labour Market Programmes (ALMPs) which many African countries are engaged in (AEO, 2013b). 'Trees for Jobs' initiative in particular and KKV in general have been instrumental in creating youth employment (UNICEF, 2009). In a study carried out in Mutitu District, Kitui County, in 2012, Karera (unpublished) established that KKV Programme had succeeded in creating jobs for youth. However, Karera looked at the role of KKV in creating employment for the youth while the current study seeks to evaluate how youth participation influences the performance of 'Trees for Jobs' initiative in as far as increase in tree cover is concerned.

2.8. Theoretical Framework

Community development strategies have continued to metamorphose over time and have moved from merely supplying basic necessities to restoring human dignity in the process of eradicating poverty (Bessette, 2004). There are three basic approaches to community development: social welfare, modernization and participatory development. Each has its merits and drawbacks.

2.8.1. Social Welfare Approach

According to Mulwa (2010) this approach is hinged on addressing the short-term concerns of people in disaster and extreme poverty conditions. Social welfare programmes are usually provided by the state or other development partners free-of-charge and include supplying medicine and medical services, rehabilitation of homes, food aid and related humanitarian services. Moreover, social welfare services may be extended beyond disaster or humanitarian situations to become a normal – almost compulsory – requirement. The underlying assumptions is that poverty is a product of uncontrollable factors like harsh climate and weather, natural disasters and lack / or inadequacy of natural resources. Consequently, such communities deserve to be assisted materially. In addition, this approach assumes that the benefactor will always be available to provide the needed help.

The drawback with this approach is in the emergent dependency syndrome. Dependency stifles creativity and the exploitation of local resources and solutions to local problems. There is also danger of apathy or even rejection of other development initiatives which do not align themselves to provision of free items (Poverty Cure, 2013). However, liberation from poverty and economic hardship cannot come from outside the community (Freire, 1970). Social welfare is the prevalent approach to development in Garbatulla District with many NGOs and the government providing relief food throughout the year and responding to both floods and droughts as they arise. This may affect the implementation of 'Trees for Jobs' initiative because it is labor-intensive and youth in Garbatulla are used to less-physically-involving and culturally acceptable jobs like herding goats.

2.8.2. Modernization Approach

The modernization approach fundamentally targets rapid growth of the economy and increased wealth through investment in infrastructure and technology. Poverty is perceived as being endogenous and located within a people's idiosyncrasies which render them lazy and ignorant (Mulwa 2010). This approach is comparable to Freire's (1970) banking concept of education in which the leaner (community) is an empty vessel to be filled with knowledge by the teacher (expert). Moreover, as Robinson and Green (2011) observe, this kind of development is based on the assumption that the community has a problem and the expert has a solution. Modernization, however, often results in increased poverty because it does not address the underlying reason for deprivation. The expected trickle-down impacts are not effective in addressing endemic poverty in the populace.

Freire (1970) asserts that modernization results in 'self-depreciation' whereby community members tend to belittle themselves and the knowledge they possess. In the context of 'Trees for Jobs' in Garbatulla District, the central government employed the modernization approach or top-down development by deciding to plant trees all over the country regardless of local needs and approaches to tree planting and conservation in specific areas. Essentially, the state prescribed 'Trees for Jobs' as a panacea for both youth unemployment and decreasing tree cover without due consideration for the input of the youth in the project design.

2.8.3. Participatory Development Approach

This is the approach that this study applies in examining 'Trees for Jobs' initiative. It acknowledges that local people have a right to identify their own needs and to develop local strategies to overcome deficiencies within their local systems. Participatory development understands external expertise and technical input to be complementary and / or supplementary to local knowledge, which takes precedence (Bessette, 2004). Poverty is perceived as being exogenous – is a product of forces from without the society and external to the victim. Consequently, development initiatives for addressing poverty in the community must, of necessity, deal with injustice and inequality. As Freire (1970) asserts, "While all development is transformation, not all transformation is development."

Participatory community development is fundamentally a form of democracy. According to Drydyk (2005) participatory development must be democratic because humanity is more responsive and positive to development that is essentially democratic in nature. Any development that is meant to benefit the community must empower community members. However, not all participation is democratic. Development projects must enhance the capabilities of the intended beneficiaries and enable them to realize their inherent potential to determine the direction their lives are to take. In the case of 'Trees for Jobs' initiative the poor survival rates of the seedlings and lack of sustainability in the employment created are evidence enough that the community may not have owned the idea of planting trees in an ASAL area.

There are, however, scholars who argue that participation is impracticable. Mosse (2004) asserts that development practitioners fear genuine dialogue and that the possibility of quality being compromised by community participation. Moreover, community participation presents complications in defining scope of inclusion and can also be abused as a tool for fundraising. Cleaver (2004) also asserts that communities are not homogeneous entities but rather collections of individuals who have the tendency to reason variously. Moreover, communities have limitations, are not capable of everything and will need exogenous knowledge and expertise. Drydyk (2005) argues that participatory development may end up creating inequalities in the community because some stakeholders often end up having more influence than others. Further, participatory development creates a semblance of community empowerment while in real sense other forces external to the community are in control of decisions through local players.

2.9. Conceptual Framework

A conceptual framework is a diagrammatic representation of the relationship between various variables in a research study. The independent variables in this study are community participation in project identification, planning, implementation and closure. The independent variable is the performance of the 'Trees for Jobs' initiative.

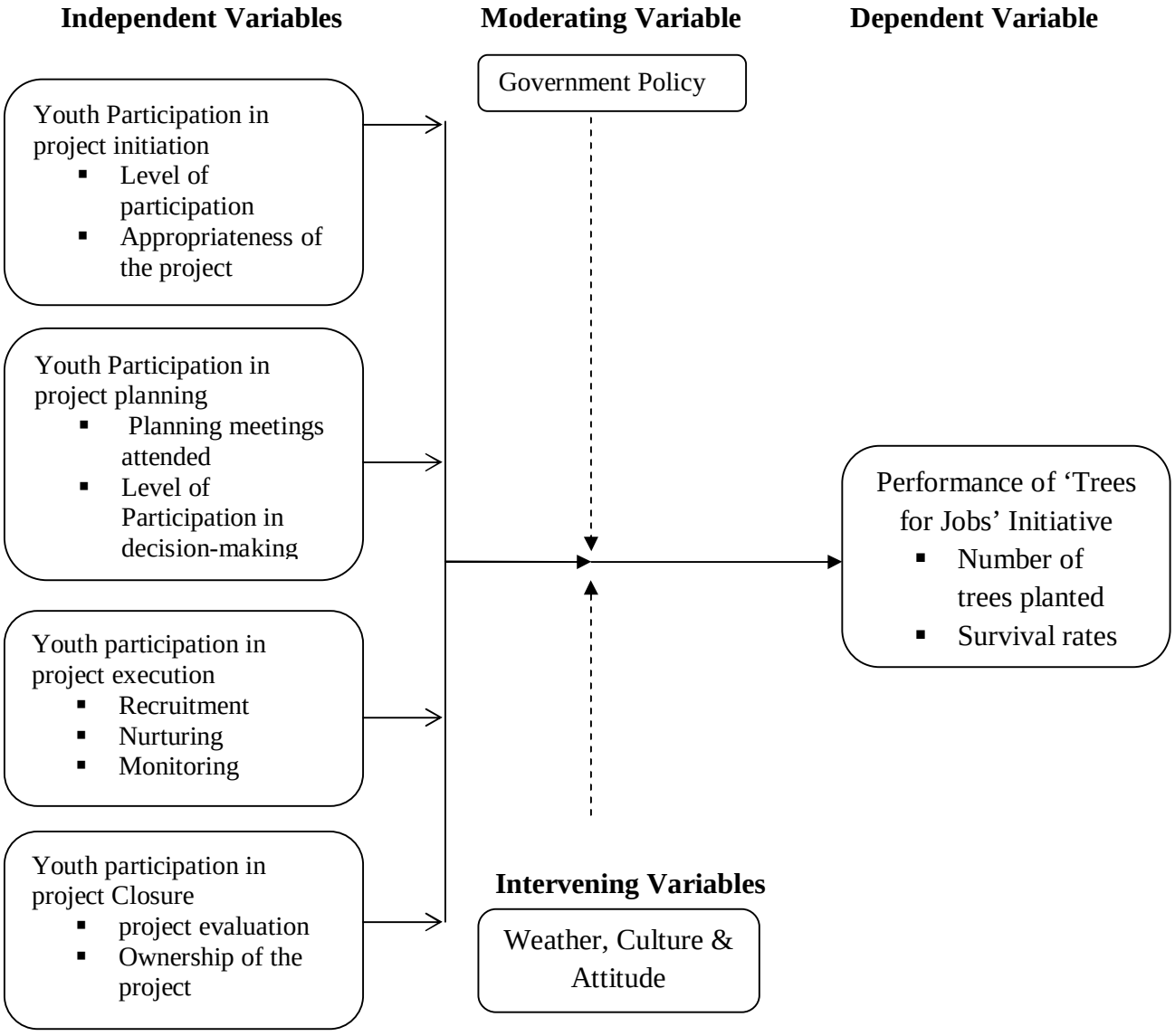

Fig 2.2. Conceptual Framework

CHAPTER THREE

RESEARCH METHODOLOGY

3.1. Introduction

This chapter deals with the procedures that were used to collect, analyze and interpret data during the study. It therefore describes the research design, target population, the method that was used to arrive at the population, the instrument of data collection, validity and reliability of the data collection instrument and methods of data analysis.

3.2. Research Design

According to Trochim and Donnelly (2006) a research design can be seen as the structure of a study or as the glue that holds together research elements. This study utilized a cross-sectional descriptive survey design because the study was aimed at obtaining information from a cross-section of youth at one point in time. Kothari asserts (2003) that descriptive studies are concerned with describing the characteristics of a particular individual or a group. Mertler (2006) posits that the purpose of descriptive research is to describe and make interpretations about the current status of individuals, objects, settings or events with no attempt to artificially manipulate any conditions or situations. This study focused on the Garbatulla Community, in particular the youth, who are the intended beneficiaries of the 'Trees for Jobs' initiative, in an attempt at examining the influence of their full participation, partial involvement or non-participation on the performance of the initiative in increasing forest cover in Garbatulla District.

3.3. Target Population

McBurney and White (2009) define a population as all the items or individuals which have the characteristics needed for the study. The population for this study was the 608 youth who had been employed under 'Trees for Jobs' initiative in Garbatulla District (GOK, unpublished).

3.4. Sampling Procedure

This study was guided by the proportionate cluster sampling design. This design was used to arrive at the different clusters of respondents according to locations as was provided by the project implementation agency (The Ministry of Youth Affairs and Sports) in Table 3.1. From the emerging clusters (which are locations within the district) the researcher used systematic random sampling to arrive at the sample population

3.4.1. Sampling Frame

The Table for Determining Sample Size for a Given Population which was developed by Krejcie and Morgan in 1970 (See Appendix 3) was used to arrive at the specific number of respondents for each cluster. According to the two scholars, for a population of 600 the sample size should be 234 while for a population of 650 the sampling frame should be 242 entities. Since the population of youth employed under 'Trees for Jobs' Initiative is 608, a formula was used to arrive at the exact sample size as follows:

Population 600 = Sample Size 234

Population 650 = Sample Size 242

Therefore:

A Population of 50 (The difference in the two populations) is equivalent to a Sample Size of 8 (The differences in the two sample populations)

Sample size x = 8/50 * 8 = 1.28 (approximately 1)

For a population of 608 the sample population would therefore be 234 + 1 = 235 respondents

The sample population of 235 was then proportionately distributed among the various locations using the formula x/608*235.

Location	**Population**	**Sample**
Garbatulla North & South	140	54
Kinna North & South	130	50
Gafarsa	144	56
Rapsu	144	56
Boji	50	19
Total	**235**	**235**

Table 3.1. Sampling Frame

Source: Republic of Kenya, unpublished

3.5.Methods of Data Collection

This study intended to collect both primary and secondary data. Primary data were collected by use of questionnaires which were administered to all respondents. Denscombe (2007) posits that questionnaires rely on written information supplied directly by people in response to questions asked by the researcher. Questionnaires are appropriate for collecting both factual information and opinions from respondents.

According to Grady (1998) questionnaires have the advantage of consistency because the same instrument is administered to all the respondents.

The questionnaire which was used to collect data from youth had both open-ended and close-ended questions in order to capture both qualitative and quantitative data. It had six main sections: the first and second ones were dedicated to personal information and project performance respectively. Each of the other four parts captured one research question respectively. The researcher recruited and trained seven local competent research assistants who assisted in administering questionnaires especially where respondents were illiterate and also to collect the tools and thus avert losses. Secondary data were collected through secondary sources like the Vision 2030, MOYAS records and other pertinent documents.

3.6.Validity

Connaway and Powell (2010) describe validity as the degree or the extent to which an instrument measures what it is designed to measure. Bless, Higson-Smith and Kagee (2006) state that validity asks the questions, ‘what does this instrument actually measure?’ and ‘what do the results actually mean?’ The researcher piloted the questionnaire by administering it to five respondents and made amends to sections that were inappropriate, unclear or inconsistent. Moreover, the questionnaire was presented to the university supervisor for assessment. The resultant suggestions were incorporated before the instrument was used for final data collection.

3.7.Reliability

Connaway and Powell (2010) define reliability as the degree to which an instrument accurately and consistently measures whatever it measures. Bless, Higson-Smith and Kagee (2006), assert that reliability asks, 'how accurate and consistent is this instrument?' Reliability of the questionnaire was established using internal consistency technique whereby eight related items from the questionnaire were correlated among themselves and Cronbach's Coefficient Alpha was computed using SPSS. The Cronbach Alpha Value generated from the analysis of the eight items was 0.71. This indicated a high level of consistency because it was above the minimal 6.0.

3.8.Operationalization of Variables

This table explains how each of the variables was treated in the study. It explains the nature of the variable, the indicators, how each variable was measured, how data was collected, the level of scale and the type and level of analysis.

	Research Objective	**Type of Variable**	**Indicator**	**How to Measure Indicator**	**Data collection Method**	**Level of Scale**	**Type of Analysis**	**Level of Analysis**
1.	To establish how community participation in project initiation influences the performance of 'Trees for Jobs' Initiative in Garbatulla District.	Independent: Community participation in project initiation	Feasibility study & stakeholder analysis	Attendance of meetings attended	Questionnaire	Nominal	Quantitative	Descriptive
			Appropriateness of project	Level of acceptance	Questionnaire	Ordinal	Quantitative	Descriptive
			Type of alternative / preferred projects	List of projects	Questionnaire	Nominal	Qualitative	Descriptive
2.	To assess the influence of community participation in project planning on the performance of 'Trees for Jobs' Initiative in Garbatulla District	Independent: Community participation in project planning	Project planning meetings	Attendance of meetings	Questionnaire	Ratio	Quantitative	Descriptive
			Decision-making	Level of involvement	Questionnaire	Ordinal	Qualitative	Descriptive
3.	To evaluate the influence of community participation in project	Independent: Community participation in	Recruitment	Extent of involvement	Questionnaire	Ordinal	Qualitative	Descriptive
				Level of fairness	Questionnaire	Ordinal	Qualitative	Descriptive

	implementation on the performance of 'Trees for Jobs' Initiative in Garbatulla District	project implementation	Nurturing	No. of trees planted	Questionnaire	Ratio	Quantitative	Descriptive
				No. of days worked	Questionnaire	Ratio	Quantitative	Descriptive
			Monitoring	Extent of involvement	Questionnaire	Nominal	Quantitative	Descriptive
4.	To assess the influence of community participation in project closure on the performance of 'Trees for Jobs' Initiative in Garbatulla District	Independent: Community participation in project closure	Evaluation	Extent of involvement	Questionnaire	Ordinal	Quantitative	Descriptive
			Ownership	Type of ownership of the project	Questionnaire	Nominal	Qualitative	Descriptive
5.	Performance of 'Trees for Jobs' Initiative	Dependent: Performance of 'Trees for Jobs' Initiative	Afforestation	Extent of survival	Questionnaire	Ordinal	Quantitative	Descriptive
				Percentage of surviving trees	Secondary data	Ratio	Quantitative	Descriptive
6.	Influence of youth participation on performance on 'Trees for Jobs' initiative	Independent and Dependent	Initiation Planning Implementation Closure	Extent of Influence	Questionnaire	Ordinal	Qualitative	Spearman's Rank-Order Correlation Coefficient

Table 3.2 Operational Definition of Variables

3.9. Methods of Data Analysis

The purpose of analysis is to reduce data to an intelligible and interpretable form so that the relationships between research variables can be tested and conclusions drawn on the basis of findings (De Vaus, Fouche & Delport, 2005). For this study, data were subjected to a process which involved editing (to ensure all questionnaires were completely filled in), coding and classification according to the research questions and objectives. Descriptive statistics were used to analyze quantitative and qualitative data. Data were presented by use of frequency distribution tables. Spearman's Rank-Order Correlation Coefficient was utilized in establishing the influence of each of the independent variables on the dependent variables.

3.10. Summary

This chapter expounded on the research design that was used in the study and identified the target population. It also introduced the sampling procedure that was used to identify the sample and also the data collection tool that was utilized. The validity and reliability of the data instruments were also discussed. Finally, the operational definition of variables was expounded on and the methods that were used to analyze data explained.

CHAPTER FOUR

DATA ANALYSIS, PRESENTATION AND INTERPRETATION

4.1.Introduction

Presented in this chapter are data analysis, presentation and interpretation of findings. The purpose of the study was to examine the influence of youth participation in the performance of 'Trees for Jobs' Initiative in Arid and Semi Arid Areas, particularly in Garbatulla District, Isiolo County. Specifically, the study analyzed youth participation in project initiation, project planning, project implementation and project closure. Data were processed using Statistical Package for Social Sciences (SPSS) and presented thematically in both narrative and tabular forms.

4.2. Response rate

Questionnaire return is the proportion of the questionnaires returned after they have been issued to the respondents. Out of the 235 youth sampled during the study, 229 (97%) of them filled and returned the questionnaires. The return rate was hence deemed adequate for data analysis.

4.3. Demographic data of the youths

The study sought to establish the gender of the youth and their responses are presented in Table 4.1.

Table 4.1: Gender

Gender	F	%
Male	129	56.3
Female	100	43.7
Total	**229**	**100.0**

The data shows that there was a relatively equal number of youth in terms of gender which indicates that the initiative did not discriminate on gender basis.

Youth were asked to state their occupations and the responses are presented in Table 4.2.

Table 4.2: Employment status

Occupation	F	%
Unemployed	188	82.1
Student	8	3.5
Self-employed	33	14.4
Total	**229**	**100.0**

Table 4.2 shows that majority (82.1%) of the youth were unemployed even after the project which indicates the temporal nature of the unemployment. Moreover, a longer nurturing duration would have ensured the youth remained employed for longer periods.

4.4.Performance of 'Trees for Jobs' Initiative

The researcher sought to establish from the youth the extent to which the project had increased forest cover in Garbatulla District. Table 4.3 presents their responses.

Table 4.3: Increase of forest cover by 'Trees for Jobs' initiative

Response	F	%
Very Great Extent	3	1.3
Great Extent	10	4.4
Moderate Extent	11	4.8
Less Extent	46	20.1
No Extent at all	159	69.4
Total	**229**	**100.0**

Findings indicate that a majority (69.4%) of the youth believed that the project had not increased forest cover in Garbatulla District while 20.1% indicated that the project had increased forest cover to a less extent. This is the performance level against which youth participation was compared. This data is corroborated by the official MOYAS status report which indicates that by January 2013 only 2.8% of the seedlings planted since August 2010 were surviving (See Appendix IV).

4.5.Youth participation in project initiation

To investigate youth participation in project initiation, the study sought to establish the extent of youth participation in various aspects of project initiation and how this affected the initiative's ability to increase forest cover in Garbatulla District.

Youth were asked to state whether there were stakeholders' meetings prior to the implementation of the tree planting project to discuss suitable projects for them. The responses are indicated in Table 4.4.

Table 4.4: Meetings to discuss suitable projects before implementation

Response	**F**	**%**
Yes	8	3.5
No	219	95.6
Don't know	2	0.9
Total	**229**	**100.0**

Majority of the youths (95.6%) indicated that there were no meetings to mull over various types of projects that could be implemented for the youth before the tree planting project was implemented. This implies that the government made a unilateral decision to plant trees through youth labour without bothering to establish other suitable projects the youth would have preferred.

The study also sought to establish whether the government had tried to engage the youth to contribute to the 'Trees for Jobs' concept before it was rolled out. The responses are presented in Table 4.5.

Table 4.5: Discussion of suitability of a tree-planting project before implementation

Response	F	%
Yes	9	3.9
No	216	95.2
Don't know	2	0.9
Total	**229**	**100.0**

Majority of the youths (95.6%) indicated that stakeholders' meetings were not held prior to the implementation of the tree planting project. This indicates that even after deciding to plant trees without consulting the youth, there was no attempt to elicit the contribution of the youth on how well the project could be implemented.

The youth were further asked to indicate whether they had come up with the idea of planting trees in Garbatulla District. Their responses are presented in Table 4.6.

Table 4.6: Whether the youth came up with the idea of planting trees

Response	**F**	**%**
Strongly Agree	4	1.7
Agree	11	1.7
Undecided	11	4.8
Disagree	13	5.7
Strongly Disagree	190	83.0
Total	**229**	**100.0**

Majority (88.7%) of the youth either disagreed or strongly agreed thus indicating that the government had solely come up with the idea of planting the trees. This was likely to affect ownership and sustainability of the projects.

The researcher wanted to find out from the youth the extent to which their participation had influenced the 'Trees for Jobs' initiative to increase forest cover in Garbatulla District. Their responses are presented in Table 4.7.

Table 4.7: Influence of youth participation in project initiation on performance

Responses	**F**	**%**
Very Great Extent	7	3.1
Great Extent	7	3.1
Moderate Extent	14	6.1
Less Extent	52	22.7
No Extent at all	149	65.1
Total	**229**	**100.0**

Table 4.7 shows that 87.8% of the youth felt that participation had no significant role in assisting the project to increase tree cover. This corroborates earlier indications that youth participation was indeed minimal and this made the project to perform dismally.

The researcher also wanted to know from the youth why they had responded as indicated in Table 4.7. 82.5% of the youth indicated that low participation and lack of ownership were responsible for low survival of seedlings and 9.6% stated that they preferred other types of projects thus affecting performance. Conversely, 3.5% of the youth attributed low survival to harsh weather conditions while 4.4% indicated that many of the trees had survived.

The youth were further asked to indicate whether tree-planting was a suitable / relevant project for youth in Garbatulla District. Their responses are presented in Table 4.8.

Table 4.8: Whether tree planting was appropriate as a youth project in Garbatulla

Response	**F**	**%**
Strongly Agree	32	14.0
Agree	44	19.2
Undecided	37	16.2
Disagree	40	17.5
Strongly Disagree	76	33.2
Total	**229**	**100.0**

The data shows that majority (50.7%) of the youth did not find tree planting a suitable project for youth in the district while 33.2% were of a contrary opinion. This data implies that the poor performance of the project was not because it was entirely inappropriate but because of the manner of implementation.

The researcher further sought to establish alternative or additional projects that the youth would have preferred the government to implement for them. The suggestions included small-scale businesses, mass clean-ups, road maintenance, livestock rearing and special skills development. Moreover, the youth indicated that such projects were more suitable to the environment, would generate more sustainable employment and income and were less-tiring. This implies that such aspects were missing from 'Trees for Jobs' initiative and that had they been granted the opportunity, the youth would have suggested different projects.

To establish the extent to which youth participation in project initiation influenced the performance of 'Trees for Jobs' Initiative in Garbatulla District, Spearman's Rank-Order Correlation was used. The results obtained from a one-tailed test and a 0.01 level of significance indicated a coefficient (rho) of 0.74 which implies a strong positive relationship between the two variables. This indicates that as youth participation increased or decreased so did project performance. Decisions were made at policy level with no youth participation thus the poor performance of the project.

4.6.Youth participation in project planning

To establish youth participation in project planning, the study sought to investigate from the youths whether they had participated in various aspects of project planning.

The youth were asked to indicate whether they had participated in project planning meetings. Table 4.9 shows their responses.

Table 4.9: Youth participation in project planning meetings

Response	**F**	**%**
Yes	31	13.5
No	186	81.2
Don't know	12	5.2
Total	**229**	**100.0**

Majority of the youth (81.2%) said that did not attend project planning meetings for 'Trees for Jobs' Initiative thus implying that the youth were not uniformly and / or adequately involved in planning meetings. This also indicates that they had no significant role to play in the project design.

The youth were further asked to indicate the extent to which they had been involved in various aspects of decision-making during the planning stage of the project. Majority of (66.4%) were not involved in identification of appropriate seedlings for the project yet they could have been very resourceful because of their knowledge of local vegetation and weather patterns. In addition, 88.2% of the youth were also not involved in determining the number of days appropriate to nurture seedlings in Garbatulla which was crucial to survival of the trees and sustainability of the project. However, it is evident that majority of the young people (50.2%) participated in identification of sites where seedlings were to be planted and another majority (49.3%) was also active in making decisions on recruitment methods for the project. From this data it is evident that youth participation was not uniform across various projects thus indicating an inconsistent or vague implementation policy. It is clear also that the youth were not involved in direct issues of the project but on secondary matters such as recruitment methods and identification of sites.

The youth were also asked whether the level to which they participated in planning the project influenced the performance of 'Trees for Jobs' Initiative in increasing forest cover. Table 4.10 presents the data.

Table 4.10: Influence of youth participation in planning on project performance

Response	Frequency	Percent
Very Great Extent	9	3.9
Great Extent	6	2.6
Moderate Extent	16	7.0
Less Extent	31	13.5
No Extent at all	167	72.9
Total	**235**	**100.0**

Table 4.10 indicates that most (86.5%) of the youth felt that their level of participation did not significantly assist the project to increase forest cover in Garbatulla. This implies that had they participated to a higher extent, more trees would have survived.

The researcher further asked the youth to explain how their participation or otherwise had influenced performance. Majority (91.3%) of the youth cited low participation and lack of ownership as the contributory factors to low survival while those who felt the project had performed well said many trees had survived (5.2%) or that trees had dried up due to harsh weather conditions (3.5%) and not due to youth participation or lack of it.

To examine the extent to which youth participation in project planning influenced the performance of 'Trees for Jobs' Initiative in Garbatulla District, Spearman's Rank-Order Correlation was used. The results obtained from a one-tailed test and a 0.01 level of significance indicated a coefficient (rho) of 0.61 which implies a strong positive relationship between the two variables. It is evident that as youth participation increased or decreased so did project performance. Essentially, youth participation was low and so was the initiative's performance in increasing forest cover in Garbatulla District.

4.7.Youth participation in project implementation

The researcher sought to establish how youth participation in project implementation influenced the performance of the project. To begin with, the study sought to examine the duration that the youth had nurtured seedlings. Findings show that majority (31.9%) of the youth had worked for 40 days; 24.5% for 17 days; 24.5% for 15 days; 10.5% for 20 days and 8.7% for 25 days. This implies that the initiative did not have a specific nurturing duration and such arbitrary decisions were made at policy level with no participation by the youth or consideration of weather and climatic conditions in ASALs. This is indicative of an inconsistent project design. Incidentally, official reports from the project implementing agency (MOYAS) indicate that the number days was decreasing instead of increasing yet this is an ASAL area with very low rainfall. Fewer days meant the trees were nurtured for short periods and this logically led to poor survival rates of the trees.

When asked how many seedlings each had planted, there were relatively equal numbers with 52.4% indicating 55 seedlings while 47.6% had planted 100 seedlings. The number of trees each youth was nurturing was significant because it was a pertinent aspect of participation and had an effect on how the project performed. More seedlings meant more work in terms of daily watering and protection from external negative factors like pests and grazing animals. Moreover, just as it was observed with the number of days worked, the number of seedlings nurtured in each phase kept varying. This is corroborated by official documents from MOYAS. It is therefore a further indication of a weak and ineffective project design which may have contributed to low survival rates of seedlings.

The youth were further asked to indicate their level of agreement with statements related to various aspects of their involvement in project implementation. Majority of the youth (82.1%) participated in the recruitment process while a similar majority (82.1%) of the youth participated in supervision and monitoring of the project. However, the implementation phase was a product of decisions made at initiation and planning phases and therefore would not have helped to increase performance as indicated in preceding responses.

The study further sought to find out from the youth the extent to which their level of participation in project implementation influenced increment in forest cover in Garbatulla District. Table 4.11 presents their responses

Table 4.11: Influence of participation in implementation on project performance

Response	Frequency	Percent
Very Great Extent	10	4.4
Great Extent	6	2.6
Moderate Extent	15	6.6
Less Extent	36	15.7
No Extent at all	155	70.7
Total	**229**	**100.0**

From the findings in the Table 4.11 a majority of the youth (86.4%) indicated that their participation in project implementation had assisted the project to increase forest cover to a less extent or to no extent at all. This implies that even if they had planted and nurtured the seedlings and also participated to high extents in recruitment, supervision and monitoring, the project still performed dismally.

When probed on their responses as indicated in Table 4.15 a majority (79.5%) cited low participation levels and lack of ownership as the reason for poor project performance. Other reasons for low survival of seedlings included lack of commitment to nurturing due to low compensation (7.0%) and that the project's objective was to provide employment to the youth but not to increase forest cover (3.9%). Divergent views held that many of the trees planted had survived (7.0%) and therefore the project had performed well and

also that the poor survival rates were as a result of harsh climatic conditions and not youth participation (2.6%).

The researcher also required the youth to indicate their level of agreement with various statements related to project implementation. Their responses are presented in Table 4.12.

Table 4.12: Participation in Aspects of Project Implementation

	Strongly agree		**Agree**		**Uncertain**		**Disagree**		**Strongly disagree**	
	F	**%**	**F**	**%**	**F**	**%**	**F**	**%**	**F**	**%**
Recruitment process was fair	94	41.0	92	40.2	14	6.1	20	8.7	9	3.1
Seedlings planted were appropriate	7	3.1	7	3.1	15	6.6	80	34.9	120	52.4
The number of seedlings nurtured was manageable	17	7.4	6	2.6	23	10.0	106	46.3	77	33.6
Number of days you worked was appropriate	5	2.2	8	3.5	17	7.4	88	38.4	111	48.5

From these findings, majority (81.2%) of the youth indicated that the recruitment process was fair which is in tandem with earlier findings that most of them (82.1%) had participated in the recruitment process. However, the largest number of the youth (87.3%) indicated that the trees planted were not appropriate for the district which corresponds with previous findings that 66.4% of the youth had not been involved in determining appropriate seedlings to be planted. In addition, majority of the youth (79.9%) felt that the number of seedlings they had nurtured was not manageable while 86.9% said that the number of days they had worked was not adequate.

To establish the extent to which youth participation in project implementation influenced the performance of 'Trees for Jobs' Initiative in Garbatulla District, Spearman's Rank-Order Correlation was used. The results obtained from a one-tailed test and a 0.01 level of significance indicated a coefficient (rho) of 0.40 which implies a moderate positive relationship between the two variables. It is evident that both performance and implementation increased or decreased simultaneously but at a moderate pace. Descriptive data shows that the youth participated moderately in project execution. This implies that youth participation and performance were decreasing or increasing simultaneously in the same direction but moderately.

4.8.Youth participation in project closure

To establish the youth participation in project closure, the researcher sought to establish from the youth whether sites were handed over to the youth by the project implementing agency and their responses are presented in Table 4.13

Table 4.13: Handing over of project sites to the youth

Response	**F**	**%**
Yes	7	3.1
No	221	96.5
Don't know	1	0.4
Total	**229**	**100.0**

It is evident that majority of the sites were left to the vagaries of the weather and other environmental hazards as they were not handed over to the youth. The findings are also a confirmation of the lack of involvement of the youth in project initiation and planning

where ownership would have been inculcated and sustainability assured. Handing over is a crucial aspect of projects and has implications on sustainability especially in projects that need youth voluntary participation after the exit of the funding agency.

The researcher also sought to find out from the youth whether they had been involved in post-implementation review of the project and compiling of the final report. Their responses are presented in Table 4.14

Table 4.14: Project evaluation and report writing

Response	**F**	**%**
Yes	8	3.5
No	220	99.6
Don't know	1	0.4
Total	**229**	**100.0**

Data shows that majority (99.6%) of the youth were not involved in post-implementation review i.e. evaluating the project at the end and in writing of the final report. This implies that they were not regarded as part of the project except for the labour they were providing. Participation in evaluating the project was not pragmatic especially because there was little or no participation in project initiation and planning.

The study also sought to find out how youth participation in project closure had influence the project to increase forest cover in Garbatulla District. The findings are presented in Table 4.15

Table 4.15: Influence of youth participation in closure on project performance

Extent	F	%
Very Great Extent	7	3.1
Great Extent	6	2.6
Moderate Extent	13	5.7
Less Extent	43	18.8
No Extent at all	160	69.9
Total	**235**	**100.0**

This shows the majority (88.7%) of the youths believed that their minimal participation in project closure activities did not assist the project to increase forest cover in Garbatulla District. The overall implication is that project closure is the culmination of a process that begins when the project is initiated until it is brought to a close.

The researcher further probed the youth to state their reasons for the responses in Table 4.15. Majority (87.8%) attributed low survival rates to low participation of youth in project closure activities and lack of ownership of the project by the youth. However 7.4% of the youth indicated that many of the trees they planted had survived while another 4.8% attributed low survival rates to harsh weather conditions and not youth participation or non-participation.

The study also sought to find out from the youth their perceptions on ownership of the sites and seedlings where they had planted the trees to confirm their previous sentiments. Majority (79.9%) of the youth indicated that the sites and seedlings belonged to the government with only 19.2% assigning ownership to government. This is in tandem with previous sentiments and this implies that the aspects of ownership and sustainability which are consequential to participation were missing from the project design.

The researcher further sought to establish the youth's views on who was supposed to water and protect the seedlings / trees after they were paid. Majority (78.6%) of the youths indicated the government while 20.5% said that the youth should nurture the seedlings. This implies that the project was largely viewed as being owned by the government and not the youth because the latter's participatory role and contributions had been ignored in most stages of the project.

To establish the extent to which youth participation in project closure influenced the performance of 'Trees for Jobs' Initiative in Garbatulla District, Spearman's Rank-Order Correlation was used. The results obtained from a one-tailed test and a 0.01 level of significance indicated a coefficient (rho) of 0.56 which implies a moderate positive relationship between the two variables. It is clear that as participation in project closure increased or decreased project performance also increased or decreased in a moderate manner. It implies that the youth did not see their participation in project closure as having much influence on performance because they were largely ignored.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1. Introduction

This chapter presents the summary, conclusions, recommendations and suggestions for further research. The objectives of the study were to establish how youth participation in project initiation influences the performance of Trees for Jobs initiative in Garbatulla District; to assess the influence of youth participation in project planning on the performance of Trees for Jobs initiative in Garbatulla District; to evaluate the influence of youth participation in project execution on the performance of Trees for Jobs initiative in Garbatulla District and to assess the influence of youth participation in project closure on the performance of Trees for Jobs initiative in Garbatulla District.

5.2. Summary of Findings

Findings revealed that there were almost equal numbers of male and female youth who participated in the project with the male gender having a slight edge at 56.3%. Moreover, 82.1% of the youth were still unemployed which is an indicator of the nature of employment created by the initiative. On project performance, majority of the youth (69.4%) indicated that the project had not increased forest cover in Garbatulla District while 20.1% indicated that the project had increased forest cover to a less extent. This complements government records which indicate that by January 2013, only about 2.8% of the trees planted had survived.

5.2.1. Youth Participation in Project Initiation

Findings revealed that youth participation to a very low extent in project initiation. This was revealed by a majority (95.6%) of the youth who indicated that the government had not involved the youth in any feasibility studies or needs' analysis meetings before the project was implemented. In addition, most of the youth (95.2%) indicated that the government never held meetings to discuss the practicality of 'Trees for Jobs' as a project for the youth in the district. Moreover, 88.7% of the youth indicated that the youth had not come up with the idea of planting trees in Garbatulla District. Consequently, 87.8% of the youth opined that their inadequate participation had contributed to the low performance of the initiative. Majority (82.5%) of the youth attributed this to lack of ownership of the project by the youth and low levels of participation in project initiation. To vouch for the above findings the greater part of the youth (50.7%) indicated that tree planting was not appropriate as a youth project in Garbatulla District. The youth suggested alternative or additional projects for the government to initiate which included small-scale businesses, mass clean-ups, road maintenance, livestock rearing and special skills development. Such projects, they youth said, were more in tandem with the environment, would generate more sustainable employment and income and were less-tiring. A Spearman's Rank-Order Correlation coefficient (rho) of 0.74 indicated a strong positive relationship between youth participation in project initiation and project performance.

5.2.2. Youth Participation in Project Planning

On youth participation in project planning, majority (81.2%) of the youth indicated that they did not attend project planning meetings for 'Trees for Jobs' Initiative. On decision-making in various aspects of the project, majority (66.4%) of the youths indicated that they were not involved in identification of appropriate seedlings for the project with most youth (88.2) indicating that they were not involved in identifying appropriate seedlings for the project. However majority (50.2%) of the youth indicated that they were involved in identification of sites in which seedlings were planted to a very great extent with a majority (49.3%) being involved in determining recruitment methods. Consequently, majority (72.9%) of the youths indicated their level of participation had not helped the project to increase forest cover in the district in any way. Majority (91.3%) of youth indicated that low participation and failure to own the project by the youth were the reasons for low performance by the initiative. A Spearman's Rank-Order Correlation Coefficient of 0.61 indicated a strong positive relationship between youth participation in project planning and performance of the initiative.

5.2.3. Youth participation in project implementation

Most of the youth (31.9%) had worked for 40 days while 52.4% had nurtured 55 seedlings. Moreover, majority (82.1%) agreed that they had participated in the recruitment process with a similar number (82.1%) also agreeing that youth leaders had participated in supervision and monitoring of the project. A majority (70.7%) however felt that this level of youth participation did not assist the 'Trees for Jobs' initiative to increase forest cover to any extent. Moreover 79.5% of the youth attributed this poor

performance to low levels of participation and failure by the youth to own the project. To ascertain the effects of level of youth participation on performance a majority (81.2%) of the youth indicated that the recruitment process was fair; 87.3% indicated that the trees planted were not appropriate for the district; 79.9% felt that the number of seedlings they nurtured was not manageable while 86.9% said duration for nurturing seedlings was not adequate. A Spearman's Rank-Order Correlation Coefficient of 0.40 indicated a moderate positive influence of project participation on project performance.

5.2.4. Youth participation project closure

Majority (96.5%) of the youths indicated that the government had not handed over the project sites and seedlings to the youth after the project had ended. Majority (99.6%) of the youth also indicated that they had not been involved in evaluating the project and writing the final report. Consequently, 69.9% of the youth felt that this level of participation had not assisted the project to increase forest cover at all. Moreover, a majority (87.8%) of the youth attributed project performance to low youth participation and failure by the youth to own the project. In addition 79.9% of the youth felt that the trees belonged to the government and a majority (78.6%) indicated that the government should nurture the seedlings / trees after end of the project. A Spearman's Rank-Order Correlation Coefficient of 0.56 indicated a moderate positive influence of project closure on project performance.

5.3. Discussion of Findings

Okot-Uma and Odiachi (1999) assert that community conservation succeeds when the youth participates in the entire life cycle of the project. It is evident from the findings of this study that this was not the case with 'Trees for Jobs' initiative. Although the level of participation at each level was different, the impact was the same – poor project performance.

5.3.1. Youth participation in project initiation

It is evident from the findings that the youth was largely ignored in project initiation and this can be attributed to a poor project design. The 'Trees for Jobs' initiative was top-down development - a policy that was being implemented equally across the country. It had no feasibility study, needs' analysis or stakeholder analysis. Decisions were made at policy level without regard to the particular environmental conditions of ASAL areas and the knowledge of the local youth on tree planting. Consequently, the initiative was bound to perform poorly in relation to increasing of forest cover in Garbatulla District. Rom the correlation analysis it is evident that low youth participation in initiation had the greatest adverse influence on project performance. This corresponds to what Onyango (unpublished) established - that youth-targeted programmes are ineffective because young people are not allowed to determine the nature of the intervention.

5.3.2. Youth participation in project planning

Findings also reveal that the trend that was set in the initiation stage of not involving the youth adequately was continued to the project planning level. Youth participation in

planning the project required that the youth be involved in decision-making in all aspects of the project. However, the findings show that the youth were involved in several decision-making aspects and not others. For example, project planning meetings were held in some areas but not others. Additionally, while the youth were involved to a large extent in identifying appropriate sites for planting trees and determining recruitment methods, they were largely ignored in identification of appropriate seedlings for the project even though they were knowledgeable on the best tree species for their area. Although the project was largely imposed on the youth, involving them actively in project planning would have led to a better performance. The strong positive relationship between youth participation in project planning and project performance implies that this stage also had a very strong impact on project performance. Greater involvement in decision-making would have resulted in more impressive results because the youth would have perceived the project as their own and therefore ensured its sustainability. This is corroborated by Vihemäki (2005) who established that the best results in conservation projects are realized when participants are also genuine decision-makers.

5.3.3. Youth participation in project implementation

From the findings, it is apparent that youth participation in project implementation was only on manual aspects like recruitment, planting and nurturing seedlings, supervision of sites and monitoring of daily work. Incidentally, the youth indicated that the seedlings they planted were not appropriate; the work was not manageable and that the days given for the work were not appropriate. This implies that had they been involved in planning, such problems would have been averted. Moreover, according to the MOYAS

implementation report the number of days for the project had been reducing from the initial 40 to 15 instead of increasing yet the project was being implemented in an ASAL area with very little annual rainfall. The moderate positive correlation between participation in implementation stage and performance implies that lack of active participation by the youth in technical aspects of the project was a factor that led to low survival rates of the trees. This initiative could have been more effective if it had borrowed from the PELIS model utilized by the KFS (Ministry of Forestry and Wildlife, 2012) where farmers and the forest are mutually dependent. According to Maraga, Kibwage and Oindo (2010) forest conservation projects fail to perform when local communities are relegated to the provision of labour only in projects that are meant to profit them.

5.3.4. Youth participation project closure

Project closure is a crucial step in the project life cycle because it marks the end of the budgetary allocation and the handing over of the complete deliverables to the beneficiaries. In the case of 'Trees for Jobs' initiative, no formal handing-over was done. This is understandable considering the youth had not participated actively in the other stages of the cycle except for the planting and nurturing of seedlings. Additionally, the survival and sustainability of the project was in jeopardy since the youth indicated that the projects belonged to government and the latter was responsible for continued nurture of the trees. Incidentally, the youth were also not involved in evaluating the project which would have been crucial in drawing important lessons and averting future failure of similar projects. The moderate positive correlation between youth participation in closure

and project performance can be attributed not only to low participation at this stage but also to the fact that the youth had by this phase been ignored and relegated to mere labourers in the initiative. The survival rate which is officially at 2.6% is as a result of the youth feeling left out and therefore not obligated to nurture the seedlings after the youth has been paid. According to Mulwa (2010) when the youth does not participate adequately in a project, the project suffers low sustainability. Moreover as Okot-Uma and Odiachi (1999) assert, the sustainability and ownership of community projects is only assured when there is genuine and active participation by youth members in all aspects of the project.

5.4. Conclusions

Youth participation in initiation was minimal with no attempt to carry out feasibility studies, stakeholder analyses, needs analyses or problem analyses before implementation of the initiative. The project was imposed on the youth without due to regard the unique weather conditions in ASALs. Passive or low participation of the youth in the project was therefore a major cause of poor performance of the project. In essence, youth participation in project initiation and performance of the project were decreasing simultaneously at a strongly positive rate.

The study also concluded that youth participation in project planning affected the performance of the project in a strong positive manner. The youth were not sufficiently involved in decision-making in relation to various pertinent aspects of the project. Lack of sufficient consultative planning meetings to discuss sites, seedlings, duration of project, remuneration and other crucial project details resulted in poor performance of the

project. Even where these meetings may have been held it is evident the youth did not play any important decision-making roles. In addition, there was no uniform project planning strategy since the participation of youth occurred in some projects and not in others. Consequently, the initiative performed poorly.

From the findings it was concluded that the there was a moderate positive relationship between youth's participation in project implementation and project performance because the youth were mainly restricted to non-technical aspects like provision of labour. Nurturing also took place for very few days and the youth were required to nurture many seedlings. This affected the development and survival of the seedlings. In essence, had the youth participated actively in all the aspects of the project (s) the outcomes would have been different because they sustainability of the project would have been the responsibility of the youth.

Finally, the study concluded that youth did not participate adequately in project closure and this affected performance in a moderately positive manner. Project closure marks the end of a project and the handing over of the finished product to the beneficiaries. In the 'Trees for Jobs' project, this was not the case especially because the government had not built project ownership in the youth cumulatively from project initiation. The logical conclusion was that majority in the youth felt that the government owned the trees planted and had the responsibility of continued nurture.

In conclusion, the 'Trees for Jobs' initiative failed to perform effectively in Garbatulla District because the project design did not include or envision active participation of

primary beneficiaries – the youth. Dismal survival rates of seedlings were influenced by poor youth participation in project initiation, project planning, project closure and project implementation in decreasing order. The official government figure of 2.6% survival rates of the seedlings is corroborated by the findings of the study. Genuine and active youth participation in all stages of the project cycle of 'Trees for Jobs' initiative would have averted the current situation in which over Ksh 5 million has been spent on a non-performing initiative in an ASAL area and more continues to be spent.

5.5 Recommendations

Based on the findings the following are the recommendations from the findings:

1. 'Trees for Jobs' project design for ASAL areas should be reviewed to include active youth participation in all the stages of the project cycle in order to create synergy and harness local knowledge and expertise.
2. A special version of the initiative should be created for ASALs with emphasis on the unique environmental challenges of ASALs and the role of the youth in projects and consequently, the creation of more sustainable employment and greater survival of seedlings. This would involve increasing the number of days for nurturing seedlings, reducing the number of seedlings assigned to each youth to nurture and ensuring planting coincides with rainfall patterns.
3. The government should invest in alternative projects like entrepreneurship, nurturing of talents and eco-tourism which are more suitable to the environment and generate more sustainable income for young people.

5.6 Suggestions for Further Research

This research study was not able to cover many aspects of the initiative which are equally important and which can be delved into by other researchers. These include challenges facing implementation of 'Trees for Jobs' initiative in ASALs or any other geographical area in Kenya; the role of project management knowledge by project implementers in the performance of 'Trees for Jobs' Initiative; factors affecting participation of the youth in 'Trees for Jobs' projects. In addition a similar study can be done in an ASAL or non-ASAL area to compare and contrast findings and therefore enrich studies in youth participation in government-funded projects.

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APPENDICES

APPENDIX 1

LETTER OF TRANSMITTAL FOR DATA COLLECTION

Joseph Maina Kabui

P.O. Box 3 – 60301

Garbatulla

1st May 2013

Dear Respondent,

RE: RESEARCH STUDY DATA COLLECTION

I am a Master of Arts (Project Planning and Management) student at the University of Nairobi. I am carrying out a research on The Influence of Youth Participation on the Performance Of 'Trees For Jobs' Initiative in Arid and Semi-Arid Areas: A Case of Garbatulla District.

As part of my research, I am supposed to collect data from youth who have worked under 'Trees for Jobs' Initiative in Garbatulla District. I am therefore requesting you to assist me by filling in this questionnaire as accurately and honestly as possible. The data I will collect will be used purely for academic purposes and will be treated confidentially.

Thank you for your cooperation.

Joseph Maina Kabui

APPENDIX 2

QUESTIONNAIRE

RESEARCH QUESTIONNAIRE FOR YOUTH WHO HAVE WORKED UNDER 'TREES FOR JOBS' (KKV) INITIATIVE IN GARBATULLA DISTRICT

NB: DO NOT WRITE YOUR NAME ANYWHERE ON THIS QUESTIONNAIRE.

PART I: RESPONDENT'S PERSONAL INFORMATION

1. Gender Male [ ] Female [ ]
2. Current occupation

   Unemployed [ ] Student [ ]

   Formally employed [ ] Self-employed [ ]

PART II: PERFORMANCE OF 'TREES FOR JOBS' PROGRAMME

3. To what extent did the 'Trees for Jobs' Initiative increase forest cover in Garbatulla?

   Very Great Extent [ ] Great Extent [ ] Moderate Extent [ ]

   Less Extent [ ] No Extent at all [ ]

PART III: YOUTH PARTICIPATION IN PROJECT INITIATION

4. Did the government hold meetings with the youth to discuss suitable projects before 'Trees for Jobs' was implemented?

   YES [ ] NO [ ] Don't Know [ ]

5. Did the youth and the government discuss the suitability of a tree-planting project before it was implemented?

   YES [ ] NO [ ] Don't Know [ ]

6. To what extent did the above level of youth participation in project initiation assist the 'Trees for Jobs' initiative to increase forest cover in Garbatulla District?

   Very Great Extent [ ] Great Extent [ ] Moderate Extent [ ]

   Less Extent [ ] No Extent at all [ ]

7. Please explain how youth participation in project initiation influenced the ability of the project to increase forest cover .....

   .....

   .....

8. Please indicate your level of agreement with the following statements.

		Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
a.	The idea of a tree planting project came from the youth					
b.	Tree planting is a suitable / relevant project for the youth in Garbatulla District					

9. Name alternative or additional projects you would have preferred the government to implement for the youth ……

   ……

   ……

10. Please explain why you chose the project(s) in (9) above.

    ……

    ……

    ……

PART IV: YOUTH PARTICIPATION IN PROJECT PLANNING

11. Did the youth participate in project planning meetings for 'Trees for Jobs' initiative?

    YES [ ] NO [ ] Don't Know [ ]

12. Please indicate the extent to which the youth participated making decisions on the following aspects of 'Trees for Jobs' projects.

		Very Great Extent	Great Extent	Moderate Extent	Less Extent	No Extent at all
a.	Identification of appropriate seedlings for the project					
b.	Identification of sites in which seedlings were planted					
c.	Determining the number of days for nurturing the trees					
d.	Determining the appropriate method (s) for recruitment					
e.	Determining the remuneration / payment amount					

13. To what extent did the above level of youth participation in project planning assist the 'Trees for Jobs' initiative to increase forest cover in Garbatulla District?

    Very Great Extent [ ] Great Extent [ ] Moderate Extent [ ]

    Less Extent [ ] No Extent at all [ ]

14. Please explain how youth participation in project planning influenced the ability of the project to increase forest cover .....

    …….

    ……..……..……

PART V: YOUTH PARTICIPATION IN PROJECT IMPLEMENTATION

15. How many days did you work? ……...

16. How many seedlings did you nurture? …….

17. To what extent were the youth involved in the following aspects of project implementation?

		Very Great Extent	Great Extent	Moderate Extent	Less Extent	No Extent at all
a.	Recruitment					
b.	Supervision and monitoring of the project e.g. through marking registers daily					

18. To what extent did the above level of youth participation in project implementation assist the 'Trees for Jobs' initiative to increase forest cover in Garbatulla District?

Very Great Extent [ ] Great Extent [ ] Moderate Extent [ ]

Less Extent [ ] No Extent at all [ ]

19. Please explain how youth participation in project implementation influenced the ability of the project to increase forest cover.....

.....

.....

20. Please indicate your level of agreement with the following statements

		Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
a.	The recruitment process was fair					
b.	The seedlings planted were appropriate for Garbatulla weather and rainfall patterns					
c.	The number of days the youth worked was appropriate for nurturing of seedlings in Garbatulla					
d.	The number of seedlings nurtured was manageable					
e.	The daily payment of Ksh 250 was fair					

PART VI: YOUTH PARTICIPATION IN PROJECT CLOSURE

21. Did the government officially hand over the seedlings and sites to the youth / youth after the project ended?

    YES [ ] NO [ ] Don't Know [ ]

22. Were the youth involved in evaluating the project and in writing the final project report?

    YES [ ] NO [ ] Don't Know [ ]

23. To what extent did the above level of youth participation in project closure assist the 'Trees for Jobs' initiative to increase forest cover in Garbatulla District?

    Very Great Extent [ ] Great Extent [ ] Moderate Extent [ ]

    Less Extent [ ] No Extent at all [ ]

24. Please explain how youth participation in project closure influenced the ability of the project to increase forest cover ……...

    …….....

    …….……..……..

25. Who owns the trees that you planted?

    ……

26. Who should protect and nurture the seedlings / trees after you are paid?

    ……

Thank you for your time and cooperation

APPENDIX 3

TABLE FOR DETERMINING SAMPLE SIZE FROM A GIVEN POPULATION

N	S	N	S	N	S	N	S	N	S
10	10	100	80	280	162	800	260	2800	338
15	14	110	86	290	165	850	265	3000	341
20	19	120	92	300	169	900	269	3500	246
25	24	130	97	320	175	950	274	4000	351
30	28	140	103	340	181	1000	278	4500	351
35	32	150	108	360	186	1100	285	5000	357
40	36	160	113	380	181	1200	291	6000	361
45	40	180	118	400	196	1300	297	7000	364
50	44	190	123	420	201	1400	302	8000	367
55	48	200	127	440	205	1500	306	9000	368
60	52	210	132	460	210	1600	310	10000	373
65	56	220	136	480	214	1700	313	15000	375
70	59	230	140	500	217	1800	317	20000	377
75	63	240	144	550	225	1900	320	30000	379
80	66	250	148	600	234	2000	322	40000	380
85	70	260	152	650	242	2200	327	50000	381
90	73	270	155	700	248	2400	331	75000	382
95	76	270	159	750	256	2600	335	100000	384

Note: "N" is population size "S" is sample size.

Krejcie, Robert V., Morgan, Daryle W., "Determining Sample Size for Research Activities", Educational and Psychological Measurement, 1970.Vol 30 p 607 - 610

APPENDIX IV

MINISTRY OF YOUTH AFFAIRS AND SPORTS
DISTRICT YOUTH DEVELOPMENT OFFICER – GARBBATULLA
'TREES FOR JOBS' IMPLEMENTATION STATUS REPORT

Phase	Project Location	Time Frame	Project Budget (Ksh)	No. of Youth Employed	No. of Trees Planted	Nurturing Duration	Approximate Survival Rate
1.	Central and Kinna	August – September 2010	2,793,375	200	20,000	40	3%
2.	Malkadaka, Gafarsa, Mochuro, Garbatulla and Kinna	November – December 2010	700,000	144	5,970	15	2%
3.	Rapsu and Kinna	May – June 2011	700,000	144	5,870	17	5%
4.	Garbatulla and Kinna	November – December 2011	700,000	70	8,200	25	3%
5.	Boji	May –June 2012	450,000	50	5,100	20	1%
	TOTAL		**5,343,375**	**608**	**45,140**		**2.8%**

January 2013

Challenges

1. Short nurturing durations
2. Harsh weather conditions
3. Lack of appropriate and ready seedlings locally
4. Transport from sources of seedlings (Meru and Maua) to sites in Garbatulla
5. Monitoring and evaluation because of poor transport within the district
6. Lack of ownership by the community
7. Community attitudes towards manual work.