DETERMINANTS OF UNEMPLOYMENT AMONG THE YOUTH IN BAHATI SUB-COUNTY IN NAKURU COUNTY, KENYA

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MDS/NKR/5073/16

This dissertation is submitted to the Faculty of Social Sciences in partial fulfilment of the requirements for the award of a Master's Degree in Development Studies from St. Paul's University

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TITLE PAGE

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Supervisors:

Dr. Peter Koome

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September 2019

DECLARATION

This dissertation is my original work and has not been presented for the award of degree in any other university. I agree that this dissertation may be available for reference and photocopying, at the discretion of the university

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DEDICATION

I dedicate this dissertation to my husband, Daniel Kinuthia, and my daughter Zuri Kinuthia for their material and moral support during its undertaking.

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I would like to express my sincere gratitude to the Almighty God, for His sufficient grace, mercies, and good health throughout this academic journey.

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May the God Almighty continue to bless you abundantly.

Thank you.

ABSTRACT

Youth unemployment in Kenya stood at 18% in 2014 as opposed to 6% in both Uganda and Tanzania. The high rate of unemployment has negative consequences on the society including wastage of resources, high rates of crime and substance abuse among others. In Bahati Sub-County, prevalence of illicit alcohol use among the youths stands at 51.6%. Most studies examining causes of youth unemployment in Kenya have focused on demand side factors such as economic growth and availability of opportunities. These factors cannot explain unemployment in Bahati because the area is endowed with vast resources including rich agricultural land, close proximity to Nakuru town that provide ready market for produce, and proximity to Menengai Crater that provide opportunity for tourism. It is in this regard that the current study sought to examine supply-side factors that influence youth unemployment in the area. Specifically, the study examined the influence of youths' economic background, social background, and attitude towards work on their employment status. The study was guided by the Social Network Theory and Human Capital Theory. It used cross-sectional survey design where a sample of 245 youths was selected from the population of 43,280 youths residing in the area. Clustered random sampling method was used where the sub-County was divided into five clusters in line with the five wards that make up the sub-County, and 49 youths selected randomly from each stratum. Data was collected using questionnaires containing both closed-ended and open-ended questions. Answers to closed-ended questions were analysed using descriptive statistics such as frequencies and percentages as well as inferential statistics such as chi-square. Results were presented in Tables and Figures. Data generated from the open-ended questions was analysed using the thematic technique. Results showed that the youth unemployment rate in Bahati Sub-County stands at 16%. Father occupation is the only economic factor that had a significant effect on youth unemployment. Father education, mother education, family structure, and family size where the social factors that had a significant influence on youth unemployment. On attitude towards work; career planning, mentorship, and attitude towards were the factors that had a significant influence on youth unemployment. To promote youth employment, study recommends that the government should develop welfare programmes to support families with low socioeconomic status. The study also recommends that stakeholders in the education sector should develop and strengthen career guidance and apprenticeship programmes so as to mentor and help the youths to develop their careers.

TABLE OF CONTENT

DECLARATION ..... **iii**
DEDICATION ..... **iv**
ACKNOWLEDGEMENT ..... **v**
ABSTRACT ..... **vi**
LIST OF TABLES ..... **x**
LIST OF FIGURES ..... **xi**
LIST OF ABBREVIATIONS AND ACRONYMS ..... **xii**
CHAPTER ONE INTRODUCTION **1**
1.1 Overview of the Chapter 1
1.2 Background of the Study 1
1.3 Problem statement 3
1.4 Purpose of the Study 4
1.5 Objectives of the Study 4
1.6 Research Questions 4
1.7 Significance of the Study 5
1.8 Scope of the Study 5
1.9 Assumptions of the Study 5
1.10 Delimitations of the Study 6
1.11 Definition of Key Terms 6
CHAPTER TWO LITERATURE REVIEW **7**
2.1 Introduction 7
2.2 Theoretical Literature 7
2.2.1 Social Network Theory 7
2.2.2 Human Capital Theory 9
2.3 Empirical Review 10
2.3.1 Overview of Youth Unemployment in Kenya 10
2.3.2 Household Economic Background and Youth Unemployment 12
2.3.3 Household Social Background and Youth Unemployment 14
2.3.4 Youths' Attitude towards Work and Youth Unemployment 16
2.4 Summary and Gap 19
2.5 Conceptual Framework 20
CHAPTER THREE RESEARCH METHODOLOGY **21**
3.1 Introduction 21

3.2 Research Design 21
3.3 Target Population 21
3.4 Sampling Procedures and Sample Size 22
3.4.1 Sampling Procedure 22
3.5 Data Collection Instruments and Procedure 23
3.6 Validity of Instrument 23
3.7 Reliability of Instrument 23
3.7 Data Analysis and Presentation 24
3.8 Ethical Considerations 24
3.9 Chapter Summary 25
CHAPTER FOUR DATA ANALYSIS, PRESENTATION, AND INTERPRETATION 26
4.1 Introduction 26
4.2 Response Rate 26
4.3 Respondents Background Information 27
4.3.1 Gender of Respondents 27
4.3.2 Age of Respondents 28
4.3.3 Respondents Highest Education Level 29
4.4 State of Youth Unemployment in Bahati Sub-County 29
4.4.1 Youth Unemployment Rate 30
4.4.2 Forms of Employment among Youths 30
4.4.3 Working Hours among Employed Youths 31
4.4.4 Utilization of Skills 32
4.4.5 Youths average Income 33
4.5 Influence of Economic Background on Youth Unemployment 34
4.5.1 Influence of Family Wealth 34
4.5.2 Influence of Father's Occupation 38
4.5.3 Influence of Mother's Occupation 40
4.6 Influence of Social Background on Youth Unemployment 42
4.6.1 Influence of Father's Education Level 42
4.6.2 Influence of Mother's Education Level 44
4.6.3 Influence of Family Structure 45
4.6.4 Influence of Family Size 48
4.7 Influence of Youths' Attitude towards Work on Youth Unemployment 50
4.7.1 Youth's Dream and Aspirations 50

4.7.2 Factors that Youth Consider when Searching for Employment 53
4.7.3 Career Planning..... 56
4.7.4 Mentoring Effects 58
4.7.5 Attitude toward Entrepreneurship..... 60
4.8 Chapter Summary..... 62
CHAPTER FIVE SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS. 63
5.1 Introduction..... 63
5.2 Summary of Key Findings..... 63
5.2.1 Youth Employment Status in Bahati Sub-County..... 63
5.2.2 Influence of Economic Background on Youth Unemployment 63
5.2.3 Influence of Social Background on Youth Unemployment 64
5.3.4 Influence of Youths' Attitude towards Work on Youth Unemployment..... 64
5.2 Conclusions of the Study 64
5.3 Recommendations of the Study..... 65
5.4 Areas for Further Research 66
REFERENCES..... 67
APPENDICES..... 72
Appendix I: Research Questionnaires 72
Appendix II: Research Authorization Letter from St Paul's University 76
Appendix III: Research Authorization Letter from NACOSTI 77
Appendix IV: Research Authorization Letter from County Director of Education..... 78
Appendix V: Research Authorization Letter from Deputy County Commissioner..... 79

LIST OF TABLES

Table 3.1: Sampling Plan 23
Table 4.1: Response Rate in various Wards 26
Table 4.2: Distribution of Respondents by Highest Education Level 29
Table 4.3: Distribution of Respondents by Form of Employment 30
Table 4.4: Working Hours among Employed Youths 31
Table 4.5: The average Income of Employed Youths 33
Table 4.6: Number and Percentage of Respondent who owned various Asset 34
Table 4.7: Cross-Tabulation of Youth Employment Status and Family Wealth 37
Table 4.8: Distribution of Respondents by Father's Occupation 38
Table 4.9: Cross-Tabulation of Youth Employment Status and Father's Occupation 39
Table 4.10: Distribution of Respondents by Mother Occupation 41
Table 4.11: Cross-tabulation of Youth Employment Status and Mother Occupation 41
Table 4.12: Respondents distribution by Father's Education Level 42
Table 4.13: Cross-Tabulation of Youth Employment Status and Father Education 43
Table 4.14: Distribution of Respondents by Mother's Education Level 44
Table 4.15: Cross-Tabulation of Youth Employment Status and Mother Education 45
Table 4.16: Cross-Tabulation of Youth Employment Status and Family Structure 47
Table 4.17: Mean Difference in Family Size of Employed and Unemployed Youth 49
Table 4.18: Number and Percent of Respondents who consider each Factor 53
Table 4.19: Cross Tabulation of Youth Employment Status and Factors Considered 54
Table 4.20: Minimum Wage amount for a Section of Respondents 55
Table 4.21: Cross-Tabulation of Youth Employment Status and Career Planning 58
Table 4.22: Cross-Tabulation of Employment Status and Advice Seeking 59
Table 4.23: Cross-Tabulation of Employment Status and Respondents Beliefs about the Business Environment 60

LIST OF FIGURES

Figure 2.1: Conceptual Framework 20
Figure 4.1: Distribution of Respondents by Gender 27
Figure 4.2: Distribution of Respondents by Age 28
Figure 4.3: Distribution of Respondents by Employment Status 30
Figure 4.4: Distribution of Respondents by Number of Working Hours 32
Figure 4.5: Respondents view on whether their Skills are Optimally Utilized 33
Figure 4.6: Distribution of Respondents by Household Wealth Status 36
Figure 4.7: Distribution of Respondents by Family Structure 46
Figure 4.8: Distribution of Respondents by Number of Family Members 48
Figure 4.9: Career aspirations mentioned by Respondents 50
Figure 4.10: Whether Respondent is in Dream Career 52
Figure 4.11: Whether respondent has a minimum Wage Expectation 55
Figure 4.12: Whether respondent has a Career Plan 56
Figure 4.13: Steps made by Respondents to advance Careers. 57
Figure 4.14: Distribution of Respondents based on Career Advice Seeking 58
Figure 4.15: Respondents views on Whether Business Environment is Difficult for Youths 60
Figure 4.16: Factors that make the Business Environment difficult for Youths 61

LIST OF ABBREVIATIONS AND ACRONYMS

EU:	European Union
HCT:	Human Capital Theory
ILO:	International Labor Organization
KDHS:	Kenya Demographic and Health Survey
NACOSTI:	National Commission for Science and Technology
NCPD:	National Council for Population and Development
SES:	Social Economic Status
SNT:	Social Network Theory
SPSS:	Statistical Package for Social Sciences
YEDF:	Youth Enterprise Development Fund

CHAPTER ONE

INTRODUCTION

1.1 Overview of the Chapter

This study examined factors that influence youth unemployment in Bahati Sub-County. This chapter introduces the study issues by discussing its background, the problem statement, purpose of the study, objectives, research questions, scope of the study, significance of the study, and assumptions.

1.2 Background of the Study

The unemployment rate is the most widely used indicator of the well-being of a labor market and an important measure of the state of an economy in general (International Labor Organization, 2016A). Youth unemployment is one of the challenges hindering the development of many societies around the globe. According to the International Labor Organization (2016B), global youth unemployment rate rose from 12.9% in 2015 to 13.1% in 2016 and was expected to remain at the same level through 2017. In Emerging economies such as China and South Korea, youth unemployment increased from 13.3% to 13.7% while in the Latin America the rate increased from 15.7% to 17.1% between 2015 and 2016. In Sub-Saharan Africa, youth unemployment remains constant at 10.9% between 2015 and 2016 (International Labor Organization, 2016B).

According to the Kenya National Bureau of Statistics (2016), persons aged between 15-24 years make up 18.7 per cent of the Kenyan population with 4,197,382 male and 4,202,399 female. About 80% of the Kenyan population constitutes young people below the age of 35 years, a phenomenon that has come to be termed “the youth bulge” (Boateng, 2016). This can be a celebration for a country due to all the strength in the youthful population but could also be a crisis and the latter is what the youth bulge is to Kenya. This is because youths in Kenya are exposed to persistent risk and challenges including marginalization, harassment by the police, and impediment in accessing essential services such as education and healthcare (Hope, 2012). The most significant challenge is however unemployment.

Nearly one in every five Kenyan youths of working age has no job compared to Uganda and Tanzania where about one in every 20 young people is jobless (Otuki, 2016). Over half of the Kenyan population is of working-age yet unemployment among Kenya's youth stood at 17.3 per cent compared to six per cent for both Uganda and Tanzania in 2014 (Otuki, 2016). Kenya has the largest economy compared with its partners in the East Africa Community yet it has the highest levels of youth unemployment and also ranks high in the world on this parameter. The high rate of unemployment has negative effects at the societal level such as high rates of crime and substance abuse among others (Were, 2017).

The problem of youth unemployment cuts across all regions of the country. In Nakuru County, there are more than 30,000 employable youths who are jobless (Ashiku, 2014). Although there are no official statistics regarding youth unemployment in Bahati Sub-County, indicators of youth unemployment are evident in this area. For instance, Waithera (2017) found that prevalence of binge drinking among youths between 21-35 years within the Sub-County was 45.2% while illicit alcohol use prevalence was at 51.6%. The production and sale of illicit alcohol by the youth was also high. Mkutu, Wandera, Kajumbi, and Mbogo (2018) also noted that youth unemployment in Nakuru County had contributed to the escalation of crime. The young unemployed men had become a big problem attacking businesses and forming extortion cartels at different junctions along major roads.

There are a myriad of factors that contribute to youth unemployment. These factors can be classified into two major categories: demand side and supply-side factors. Demand side factors are elements that influence the availability of employment opportunities within a given community (Kahraman, 2011). Examples of demand-side factors include state of the economy, number of sectors in the economy, and availability of factors of production such as capital. Most studies examining determinants of youth unemployment have largely focused on demand-side factors. On the other hand, supply-side factors refer to elements that influence an individual's ability to utilize employment opportunities that exist in their environment. In other words, these are factors that impact a person's employability (Kahraman, 2011). Examples of supply-side factors include availability of skills, work experience, and capital.

A study comparing youth unemployment in Russia and Italy by Marelli and Vakulenko (2016) found that despite the two countries having contrasting structural and institutional conditions and different macroeconomic trends (demand side factors), they had similar patterns of youth unemployment. The study led to the conclusion that the causes of youth unemployment go beyond structural and macroeconomic causes. Supply side factors such as individual and family characteristics also play a significant role. It is in this light that the current study sought to examine determinants of youth employment in Bahati Sub-County. The study largely focused on supply-side factors particularly the economic background, social background, and attitude of youth towards work.

1.3 Problem statement

Youth unemployment is becoming an endemic problem around the globe. According to the International Labor Organization (2016B), youth unemployment rate stood at 12.9% in 2015 and increased to 13.1% in 2016. The number of unemployed youths rose to reach 71 million in 2016. In Kenya, youth unemployment rate was 17.3% in 2014, which was higher than the global rate as well as other East African Countries. High youth unemployment rate presents a problem to society as it leads to loss of skills and talent resulting in negative impact on productivity. Unemployment denies youths the opportunity to exercise their knowledge, skills, and innovativeness in solving societal problems. It also drives the youths into criminal behaviors such as theft, terrorism, and drug trafficking and abuse among other crimes.

Studies examining factors that have contributed to youth unemployment in Kenya have mainly focused on demand side factors. For instance, Vaati (2012) examined how corruption, population growth, and slow economic growth have contributed to youth unemployment in Kibera slums in Nairobi. Otoi and Pokhariyal (2016) also studied the link between youth unemployment on one hand and gross domestic product, external debt, and foreign direct investment. Results showed that these factors have a long-term relationship with youth unemployment. Most of these demand side factors have changed over the cause of the country's history, but youth unemployment rate remain almost unchanged. In addition, most of these demand side factors apply at the macro level affecting all members of a given society. Consequently, they cannot explain the disparity between youth and older adults' unemployment that is persistent in most societies.

In Bahati Sub-County, youth unemployment is prevalent despite the existence of numerous economic opportunities. The sub-County is endowed with good agricultural land and a favorable climate that support agriculture. The area proximity to Nakuru town provides it with a ready market for agricultural produce. The agricultural sector has also supported manufacturing operations such as maize and wheat flour milling and milk processing and packaging. Several initiatives are also available to the youth including the Youth Enterprise Fund and the Constituency Development Fund. Bahati is also adjacent to the Menengai Creator that offers opportunities in tourism and geothermal resource development. Therefore, youth unemployment in this area cannot be explained by demand side factors. It is this light that the current study sought to examine the supply-side factors that influence youth unemployment within the area. Specifically, the study examined the role of the social background, economic background, and attitude towards work in determining youth unemployment within the area.

1.4 Purpose of the Study

The purpose of this study is to investigate the determinants of unemployment among the youth in Bahati Sub-County.

1.5 Objectives of the Study

The study seeks to achieve the following objectives:

i. To examine the influence of economic background on unemployment among the youth in Bahati Sub-County.
ii. To assess the influence of social background on unemployment among the youth in Bahati Sub-County.
iii. To evaluate the influence of youths' attitudes towards work on unemployment among the youth in Bahati Sub-County.

1.6 Research Questions

i. What is the influence of economic background on unemployment among the youth in Bahati Sub-County?
ii. What is the relationship between social background and unemployment among the youth in Bahati Sub-County?

iii. What is the influence of youths' attitude towards work on unemployment among the youth in Bahati Sub-County?

1.7 Significance of the Study

By highlighting factors that have contribution to the prevalence of youth unemployment in Bahati Sub-County, this study will help policy makers and implementers within the area such as governments agency to develop effective policies and program for addressing youth unemployment and harnessing the potential presented by the youthful population. This will ultimately be beneficial to the youth in the study area by providing knowledge that could help resolve the youth unemployment problems.

The study will also be beneficial to the field of development studies as it has enhanced existing theories and literature on youth unemployment in Africa. The study has provided useful information regarding factors that contribute to the youth unemployment in the region.

1.8 Scope of the Study

The study examined determinants of youth unemployment in Bahati Sub-County. The study examined three main factors: economic background of the youths, social background, and the youth attitude towards work. Data was collected from all youths, both employed and unemployed, residing within the Sub-County. It considered all forms of employment including self-employment and temporary employment. Collecting data from both unemployed and employed youth enabled the study to make proper comparison resulting in a better understanding of factors that determine unemployment. The study was conducted between March and May 2019.

1.9 Assumptions of the Study

The study assumed that the youths in the study areas are interested in solving the unemployment problems; hence, they were willing to provide accurate information regarding factors that contribute to youth unemployment. Since the study focused on surveying a few youth with the view of generalizing findings, the study also assumed that the sampling strategy enabled the collection of data that reflect the situation in the entire population.

1.10 Delimitations of the Study

Although there are varied definitions of youths, this study focused on individuals aged between 18 and 35 years, which is the definition contained in the Constitution of Kenya 2010. Individuals within this age brackets but were still in fulltime schooling were excluded from the study. The study utilized the cross-sectional approach of data collection where data was only collected at a single point in time due to times and resource limitations. The study targeted 245 youths from Bahati Sub-County.

1.11 Definition of Key Terms

Attitude towards Work: In this study, this term refers to the way of thinking established among the youths in relation to work.

Economic Background: In this study, this term refers to the material wellbeing of the youth's family. It includes factors such as family income, family wealth, and parents' occupation.

Social Background: In this study, this term refers to the youths' level of education, job skills, family network, and parent education.

Youth Unemployment: This term refers proportion of youths who are without work, are willing to work and have in the past three months looked for work and even attended an interview.

Youth: In Kenya, the term youth refer to a person between the age of 15 and 35 years.

CHAPTER TWO
LITERATURE REVIEW

2.1 Introduction

This chapter examines theoretical and empirical literature related to the research issue. The chapter is divided into various section including theoretical literature, empirical literature, summary and gap, and the conceptual framework.

2.2 Theoretical Literature

This section examines theories that have been formulated to explain determinant of youth unemployment. This study was largely guided by the Social Network Theory and the Human Capital Theory.

2.2.1 Social Network Theory

Social Network Theory (SNT) is a theory that focuses on explaining the relationships and patterns of interactions among individuals living in a social group. The theory notes that all social groups are characterized by mutual independence and interpersonal interaction between members (Reinders, 2011). It contends that the social structure determines the pattern of interaction and relationship among individuals within the social group (Sih, Hanser, & McHugh, 2009). It is a generic theory that has been developed by different personalities. Jacob Moreno made the earliest contribution towards the development of this theory after he developed the first sociogram in the 1930s. This theory is applied in numerous social science disciplines including psychology, business, and development studies.

In 1973, Gronovetter applied the social network theory to examine how people look for jobs. According Gronovetter (1973), a person's network comprises two groups of people: friends and acquaintances. Friends refer to people who have very strong ties to the person while acquaintances are people with whom the person has week ties. In his research, Gronovetter (1973) found that a person who relies on acquaintances to obtain information about jobs is more likely to find employment that a person who depends on friends. He explain that network of acquaintances are easy to develop; hence, they reduce the time and path lengths for securing employment. On the other hand, friendship ties take a long time to develop as individuals in this network gauge each other's intentions as well as

develop common norms, values, and expectations. Consequently, friendship networks tend to be small and compact when compared to the network of acquaintances.

In a later article, Gronovetter (1983) added that acquaintances ties act as bridges between people's friendship network. This connections link one friendship network to another creating large social systems that grant a person access to information from distant parts. They provide individual with resources that are outside their friendship circle. A person with few acquaintances tends to form social systems that are fragmented and incoherent, separated by geography and ethnicity, and spread ideas slowly. However, Gronovetter work does not imply that friendship ties are not useful. In fact, Gee, Jones, Fariss, Burke, and Fowler (2017) found that in closed societies with large income inequality, friendship ties matter more than acquaintances when it comes to finding a job.

Older adults are more likely to have a larger network of acquaintances than youth by virtue of their experiences, which explains why older adults find it easier to secure employment when compared to youths (Barnett, 2011). Even among the youths, the networks of friends vary from one person to the next. Some youths have greater networks of acquaintances than others. Youths with strong acquaintance connection are more likely to find employment than those with weak connection.

This theory was relevant to the current study because it highlights some of the factors that should be considered when evaluating youth unemployment. According to this theory, the study needs to examine factors that influence youths' ability to develop large acquaintance networks. The youth social background such as level of education and economic background such as family income may be among the factors that shape the formation of acquaintance network. The study by Smith (2016) found that people of low SES lack robust and wide-ranging acquaintance networks. They lack reference to and connection with individual outside their immediate social networks, which limits their access to employment opportunities. Education level can also be a significant determinant of a youth's acquaintances network. For instance, young persons who attend colleague are more likely to have larger network than their counterparts without college education as higher education settings give young people the opportunities to meet new individuals and expand their networks (Barnett, 2011). Gronovetter's theory also emphasizes the importance of examining whether the social structure within the study area is open enough for acquaintance ties to work effectively.

2.2.2 Human Capital Theory

The Human Capital Theory (HCT) was developed in the 1960 through the works of Theodore Schultz and Gary Becker. In their articles, Schultz (1961) and Becker (1962) argued that investing in human capital leads to greater economic productivity. Prior to the development of this theory, economic productivity was largely viewed as a function of physical assets such as land and equipment. In their works, Schultz (1961) and Becker (1962) contended that in the modern economic times, exploiting and increasing human capital is the most important ingredient for the prosperity of a given society.

Human capital generally refers to skills, knowledge, abilities, and experiences possessed by an individual that are essential to economic production. The HCT makes distinction between different forms of human capital. On one hand, there is the human capital that is acquired through formal education. The role of formal education in the development of human capital is largely emphasized in Becker (1962) where it was found that on average individual with higher education levels had higher income than their counterparts with low education. On the other hand, human capital can be created through informal experiences. The theory also claims that it is possible for person to create human capital when he or she is involved in exchanges that lead to transfer of skills and capabilities. According to Schulltz (1961), some form of human capital such as athletic talent are not acquired but are rather transferred through genes. However, these innate abilities also need to be identified and nurtured for them to translate into economic output.

The HCT theory suggests that in order to understand determinants of youth unemployment in Bahati Sub-County, the study should examine factors that affect the development of human capital among the youths in the area. One of these factors could be family characteristics. Generally, youth from high socioeconomic backgrounds are more likely to pursue high education than those from poor families. Youth from families with high SES are more likely to develop human capital because they more likely to have constant interaction with people who are highly skilled and educated. Some families tend to involve children in their family businesses at an early age giving them un upper hand when it comes to acquisition of competencies and experiences that is requisite to securing employment especially self-employment.

According to Becker (1962), human capital is also influenced by health as a person cannot exercise his skills and ability optimally if he or she is not in good physical and mental health state. Health is in turn influenced by a myriad of other variables including family SES as this determines access to healthcare, proper nutrition, and other basic amenities such as quality housing (Braveman & Gottlieb, 2014). The theory also emphasized the need to examine the structure of the employment market within Bahati Sub-County. Becker (1962) argued that human capital may not translate to high employability and income in markets where there is rampant discrimination that hinder individuals from operating freely. Bowles (2007) also noted that class and class conflict can impose individual ability to operate in a given market even when they have the requisite skills and competencies.

2.3 Empirical Review

This section examines empirical studies that explore the subject of youth unemployment. The section is organized in line with the variables of the study.

2.3.1 Overview of Youth Unemployment in Kenya

Youth is the period between childhood and adulthood. The Constitution of Kenya 2010 defines youth as any person who has attained the age of 18 years but is below 35 years (Republic of Kenya, 2010). This group (18-35) makes up for about 30% of the Kenyan population and 60% of the total labour force (National Council for Population and Development, 2015). Awiti and Scott (2016) in the Kenya Youth Survey Report that involved 18,854 respondents described Kenya as youthful county whose median age is estimated at 19 years. The survey also revealed that unemployment was a major concern among the youths in Kenya.

According to International Labor Organization (2016A) unemployment covers people who are: out of work, want a job, have actively sought work in the previous four weeks and are available to start work within the next fortnight; or out of work and have accepted a job that they are waiting to start in the next fortnight. The ILO definition has been modified over time. For instance, the Trinidad and Tobago Labour Market (2014) defined unemployed as anyone who is without work but is willing to work and has in the past three months looked for work and even attended an interview. This group is yet to be absorbed into the labour force where they can contribute to the economy of the country.

According to the Kenya Institute of Economic Affairs (2016), 17.1% of youths aged between 15 and 24 years are unemployed. This rate is the highest when compared to other East African countries such as Burundi (10.4%), Uganda (6.6%), Tanzania (6.5%), and Rwanda (0.7%).Statistics from the World Bank (2017A) estimated youth unemployment rate in Kenya at 21.8% compared to 8% in Ethiopia, 5.5% in Tanzania, and 4.2% in Uganda. Thus, the youth unemployment rate in Kenya is significantly higher than the global average that stood at 12.6% in 2016 (International Labour Orgnaization, 2016A). It is also higher than the unemployment rate in the Kenyan general population that was estimated at 10.8 % in 2017 (World Bank, 2017B).

Unemployment deprives youth a source of income and livelihood condemning him or her to a life of poverty (Vaati, 2012). Youth unemployment also breeds countless social problems including theft and robbery, substance abuse and peddling, gambling, and discontent against the state that may culminate to violent demonstrations or even uprisings. According to Mugambi, Ochieng and Miriti (2014), unemployment also poses a threat to the wellbeing of youth as it may lead to cognitive, nutritional, and psychological deficits.

Youth unemployment varies across different segments of the youth population in Kenya. For instance, Kamau and Wamuthenya (2013) found that there was a clear gender difference in the youth unemployment rate in Kenya. Unemployment rate for female was significantly higher than that of males. This finding is also supported by Institute of Economic Affairs (2016), which found that unemployment among female youths was 17.3% as compared to 16.8% for males. Kamau and Wamuthenya (2013) also found an association between age, marital status, and youth unemployment. Findings showed that younger youth were more likely to be unemployed than their older counterparts. Make youths who were married were more likely to be employed when compared to their unmarried counterparts while female youths who were married were most likely to be unemployed when compared to their unmarried counterparts.

Zapeda, Leigh, Ndirangu, Omollo, and Wainaina (2013) also found an association between age and youth unemployment. According to his findings, youths between the ages of 18 and 24 years encounter the greatest difficulty when it comes to finding employment. The study by Kiiru, Onsomu and Wamalwa (2009) also found that youth unemployment also varied in line with place of residence. Findings showed that youths

residing in rural areas were more likely to be unemployed than youths living in urban areas. Elima (2015) also found that youth residing in rural areas were more likely to be self-employed in the agricultural sector than being wage employed or self-employed in business.

In other study, Omolo (2012) also found major regional disparities in employment. Nairobi region accounted for 25.1% of total number of people on wage employment nationally, Rift Valley accounted for 22.5%, Central made up 14.2%, Coast had 12.4%, Nyanza constituted 9.9%, Eastern comprised of 8.3%, and North Eastern had a representation of 0.9%. Nairobi region also had the highest number of informal sector employment while North Eastern had the least. However, youth unemployment rates were low in Nyanza and Nairobi and relatively high in Central, Eastern, and North Eastern regions. Variation of youth unemployment rate across geographical area suggests that drivers of unemployment vary from one area to the next or that they do not apply equally in all areas. Consequently, studies examining determinants of youth unemployment should contextualized geographical rather that apply a generic approach.

2.3.2 Household Economic Background and Youth Unemployment

Economic background is one of the factors being explored in this study. Studies in different parts of the world suggest that conducted there is a connection between family economic status and youth unemployment. For instance, Mazzotta (2011) found that there was a statistically significant and negative association between family economic condition and duration within which a youth in Italy remains unemployed. Torrado (2014) also found that family economic status was a major predictor of youth unemployment in the Carribean region. The study showed that youth from poor family were more likely to be unemployed that those from wealthy families.

Using data from five different groups of countries, Berloffa, Matteazzi and Villa (2016) also found a significant relationship between youth unemployment and parents' employment. Findings showed that mothers' employment status significantly affects daughters' probability if being employed while father employment status influences their sons' probability of being employed. The effect of parent employment status on youth unemployment was also observed in the study by Karhula, Lehti, and Erola (2016), which analyzed Finish unemployment data for a 20 year period (1980-2000). A total of 15,991

individuals who experienced parental unemployment during the period where traced and their employment status compared to that of the general youth population. Results showed that parental unemployment had a negative effect on youth employment.

Several explanations are provided for the relationship between socioeconomic background and youth unemployment. Bowles (2007) argued that family economic status determines youth unemployment by influencing development skills and competencies. Youths from high socioeconomic backgrounds have greater access to education, training, and apprenticeship opportunities; hence, they are more likely to develop skills that are requisite in obtaining employment. In addition, Mazzotta (2011) noted that affluent families are more likely to provide financial support to their youths reducing the opportunity cost of pursuing education and personal development activities.

The study by Mazzotta (2011) however found that the effect of household economic condition on youth unemployment was evident at all levels of education. This finding suggests that the effect of household socioeconomic status cannot be explained by increased access to education opportunity by youths from wealthy families. Mugambi et al. (2014) provide a different perspective on this issue. According to them, economic background influences youth unemployment by affecting the level of social support available to the youth. Youths from poor families are less likely to have strong informal connections that can helps them secure jobs, capital, market for their product, and tenders and other business opportunities. As results, these youths find it difficult to navigate the labour market or pursue entrepreneurial opportunities.

According to Msigwa and Kipesha (2013), family background influences youth unemployment by affecting availability of financial capital. Financial capital plays a crucial role in the job search process as a youth may need to travel for interviews and other procedures. It is more important when a youth opt for self-employment and needs to start own business. Availability of financial capital also ensure that the youth can access basic needs such as food and housing as he or she waits to get a suitable job or for his or her business to start generating income (Msigwa & Kipesha, 2013). Consequently, youths from affluent families have greater latitude to seek for high paying jobs or experiment with different business ideas because their basic needs are already catered for. On the other hand, youth from poor families tend to go for any job that come their way and may

not have the opportunity to experiment with different business ideas because they do not have adequate financial capital.

O'Reilly, Eichhorst and Gabos (2015) attribute the effect of economic background especially parental employment status on youth unemployment to family legacy. They argue that family background tend to develop different believed regarding unemployment. For youths whose parents are or were employed, unemployment is viewed as a temporary friction. On the other hand, youths who have experienced long-term parental unemployment view this problem as a generational legacy. According O'Reilly et al. (2015), parents tend to transmit their experiences to children shaping their opportunities through cultural capital. Unemployed parents can unintentionally transmit the culture of welfare dependency and negative attitudes towards employment. This argument is reinforced in the study by Berloffa, Matteazzi, and Villa (2016), which found that mother's employment status affected their daughters' employment status while fathers' employment was associated with greater probability of their sons being employed. The study entailed analysis of secondary cross-sectional data for individuals aged between 25-25 years from 27 EU countries.

In Kenya, a study by the World Bank (2011) found that most Kenyan youths who opt to go into self-employment find it difficult to access loans from financial institution due to their inexperience and lack of collateral. The best hope for these youths when it comes to raising capital is usually through their family members. Youths from wealthy family tend to get the financial support that they require from the family. Unfortunately, the same support is usually not accorded to youths from humble families.

2.3.3 Household Social Background and Youth Unemployment

Social circumstances such level of education, skills, family size, family network, and parental education can also have an impact on the level of youth unemployment. In their study, Snieska, Valodkiene, Daunoriene, and Draksaite (2015) tested the relationship between education and unemployment using data from several European Union (EU) countries. The study found a significant relationship between the two variables but the strength of the relationship among the countries. The difference in the strength of the relationship suggests that education level interacts with other factors within a given society to produce different effects on employment.

The role of education in determining youth unemployment is also emphasized by Bowles (2007), who argues that the progress of a given society is largely dependent on the resourcefulness of its people. Education plays a major role in improving the resourcefulness of a people as it facilitates the transfer of knowledge, skills, and technology. Okon and Firday (2015) contend that education has played a major role in promoting youth unemployment in Nigeria. They noted that the education system in Nigeria was characterized by inappropriate curricula that do not support the development of employable skills.

The issue of social network and stills in also highlighted by Sikenyi (2017), in his study examining the effectiveness of the state sponsored Youth Enterprise Development Fund (YEDF) in address youth unemployment in Kenya. The study found that the effective utilization of the fund was hampered by lack of social network as well as inadequate entrepreneurial skills and mentorship. Muya (2014) also found that majority of youths in Mathare were unemployed because they lacked education and other requisite skills. His study utilized a qualitative approach where government reports were scrutinized and several youths were interviewed. On the other hand, Escudero and Maurelo (2013) used an econometric time series method to analyzed employment data for 1990-2011 with the view of understanding the divers of youth employment in Kenya. Findings revealed that education is one of the major drivers with tertiary education increased the chances of getting employment by 24%. However, education did not explain the difference in employment between the youth and older adults.

According to Hope (2012), most youths in Kenya tend to exit the education system early because pursuing higher education comes at a cost of not being engaged in work throughout the period of education or training. However, this decision creates short-term gratification, but confine the youth to low skilled job and limited opportunities. In fact, a survey by National Council for Population and Development (2017) found that the primary school enrollment rate for Nakuru County was 99% while that of secondary school was 60%. These statistics indicate that many children are enrolled into school but a sizeable portion drop out of school before they reach the secondary level. This study however did not examine the effect of education background on youth unemployment, which was the main aim in the current study.

The study by Elima (2015) also found that education does not only determine whether a youth will find a job or not but is also a critical determinant of the type of job that the youth is likely to get. Findings of the study revealed that youth with tertiary education level were more likely to be wage employed than to be self-employed in agriculture and business. On the other hand, youth with secondary education were more likely to be wage-employed and self-employed in business while youth with primary level education were more likely to be self-employed in agriculture. This study was however limited to the examining the youth education background but did not examine other social factors such as parent education and occupation. Mugambi et al. (2014) argue that the nature of education offered in Kenya has also contributed to high rates of youth unemployment.

According to Mugambi et al. (2014), the Kenya education system largely teaches students how to pass exams rather providing them with essential skills and training them to be productive members of society. In addition, the Kenyan education system has for a long time prioritized the development of white collar job skills. Little effort has been directed towards promoting technical and entrepreneurial skills. As a result, the majority of youth are forced to compete for the few white collar jobs that exist in the country yet opportunity exists in technical and business sectors. The premise that the current education system has created skill imbalance among Kenyan youths is also supported by Omolo (2012), who noted that the current system utilized traditional teaching approaches such as lectures, reading, recitation, and memorizing. These teaching methods create graduates who have significant gaps in practical and entrepreneurial skills.

2.3.4 Youths' Attitude towards Work and Youth Unemployment

Attitude has also been blamed for the high rates of youth unemployment. Ascone (2015) conducted an exploratory study where she contacted employers and enquired about job vacancies for a young person under the age of 18 years in several urban centers in Australia. In Melbourne, Ascone was able to find more than ten job vacancies that require little or no experience within an hour. This was surprising given that youth unemployment rate in Melbourne was 17.5%. Ascone (2015) also found numerous entry level opportunities in Sydney, North Tasmania, and Queensland where youth unemployment exceeds 20%. This finding led to the conclusion that many youths were unemployed not because there are no job opportunities but because they are too picky.

This study highlights the attitude that most youth harbour that limits their ability to secure employment.

There is a persistent assumption that it is lack of employment that drives youths into criminal behaviour. However, Viscusi (2009) offered a different perspective on this issue. According to him, youth engage in criminal behaviour out of rational choice. A good number youth evaluate the expected rewards from criminal behaviour and choose to engage in crime when they find that these rewards exceed what they would gain from being employed. This argument introduces the issue of attitude on the youth unemployment phenomenon. According to Viscusi (2009), a good number of youths are unemployed because they prefer easier ways of making money. The issue of attitude is also captured in O'Reilly et al. (2015), where youth unemployment has been linked to family legacy. This article suggests that parental unemployment and poverty tend to transmit an attitude of hopelessness and despair among the youths. As results, youths from such family develop a negative attitude towards work; hence, do not bother to look for employment.

In Greece, Tubadji (2012) found that the number of discouraged younger job seekers had increased from 63% to 72% between 2000 and 2010. The study described discouraged job seekers as individuals who are unemployed, not seeking for a job, and who are not pursuing any education or vocational programme. These are people who have simply given up on the possibility of finding employment. Tubadji (2012) attributed the rise on youth inactivity to the perception there are limited employment opportunities among the youths.

In Kenya, Mugambi et al. (2014) found that most of the work available in local economies is informal and in underdeveloped industries. On the other hand, many youths in Kenya prefers white collar jobs and have a negative attitude towards informal employment. Mutua, Bukachi, Bett, Estambale, and Nyamongo (2017) also noted that the 'white-collar curse' was deeply entrenched in Kenya's young population. Most youths are migrating from rural areas where there are major opportunities in agriculture into urban areas to look for jobs. The education system has also been tailored towards developing skills for professional careers such as doctors, teachers, marketers, and business managers (Mugambi et al., 2014). Development of artisan and technical skills had taken a back seat for many years.

The study by Kamau and Ngumbu (2013) also found that despite existence of vast employment opportunity in technical, vocational, and entrepreneurship, many youths remain idle and untrained. The technical and vocational training centres suffer from low enrolment rates. The study attributed this situation to negative community attitude towards technical and vocational careers. Though its qualitative approach, Kamau and Ngumbu (2013) found that many community members viewed the technical and vocational training centres as points of last resort that should be turn to when a child has no other training option.

According to Afande, Maina and Maina (2015), parents have also contributed to this situation as many of them tend to define success in terms of academic performance and landing of formal jobs. Very few of encourage their children to develop talents such as sports or music or explore alternative routes of employments such as entrepreneurship and farming. Mutua et al. (2017) also mentioned that many youths in Kenya have a negative attitude towards taking risk. Consequently, they prefer to get long-term employment that will guarantee them stable stream of income rather than exploit opportunities that high level of uncertainty.

The situation is however not gloomy for youths as a study by Awiti and Scott (2014) found that 48% of Kenyan youth prefer to start a business as compared to 26% who wanted to join professional careers such a medicine and teaching, and 11% who wanted to go into farming. The study surveyed 1,854 individuals aged between 18 and 35 years from across the country. Another study by Zollmann and Gubbins (2016) found that the majority of Kenyan youth prefer to start a business as it provides them with a feeling of confidence, success, and pride. Some respondents mentioned that starting a business venture made them feel more capable and fulfilled even when the returns are small.

The study by Kabiru, Mojola, Beguy, and Okigbo (2013) also found despite being exposed to numerous challenges such as HIV?AIDS, violence and rape, police harassment, high rate of school dropout, and drug abuse; over 75% of young persons in Kenyan slums maintained high life aspirations. Aspirations that were common among the youths include owning a home, taking care of parents at old age, having a good job, and financial stability. Males had higher life aspirations than female ($F=9.62$, $p<.001$). Youngers person were more likely to have high aspirations than older youths (Kabiru *et al.*, 2013). About 80% pursue their aspiration through education while a few try to

achieve their aspiration through delinquency, residential mobility, and religion. Majority of these youths are however forced to recalibrate their aspiration with reality through early transition from school to work and accepting menial jobs such as collecting plastics.

2.4 Summary and Gap

Existing literature indicate that youth unemployment is a major problem in all parts of the world. In almost all countries, there are marked disparities between the youth employment rates and the rates for the general population. The body of literature also highlights the fact that youth unemployment is a complex problem that may not be attributed to a single factor. Studies conducted in different parts of the globe have found that youth unemployment vary from one area to another and from one group of people to the next. Each setting tends to exhibit unique factors and features that may influence the state of youth unemployment. The implication of this reality is that any study seeking to examine determinant of youth unemployment in a given area must consider contextual variables that exist in that area. Unfortunately, few studies have been conducted to examine youth unemployment in Kenya; hence, there is a gap in knowledge regarding the contextual variable that may be influencing this problem. In addition, the few studies that exist have mainly focused on demand-side factors rather than supply-side factors.

2.5 Conceptual Framework

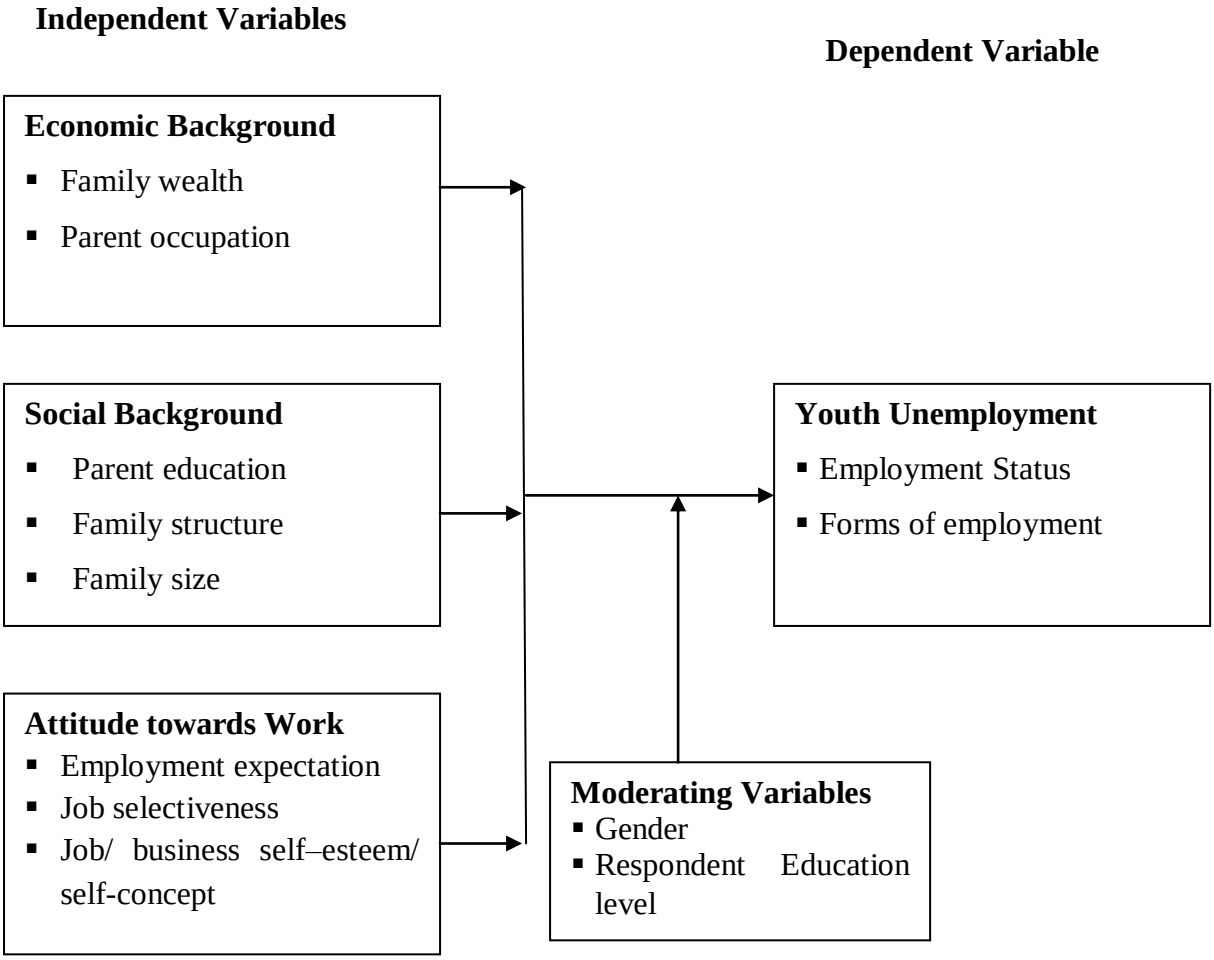


Figure 2.1: Conceptual Framework

Figure 2.1 illustrates that the study examined three independent variables namely: economic background, social background, and attitude towards work. The study presumed that these three factors influence youth unemployment in Bahati Sub-County. Economic background was measured in terms of family wealth and parent occupation while social background was measured in terms of parent education, family structure, and family size. Attitude towards work was measured in terms of employment expectation, job selectiveness, and job/ business self-esteem. Youth unemployment was measured in terms of the youth employment status (whether employed or not employed) and the form of employment. The study also presumed that the relationship between the three independent variables and youth unemployment is influenced by the gender and education level of the respondent.

CHAPTER THREE
RESEARCH METHODOLOGY

3.1 Introduction

This chapter discusses the methods and procedures that were used to realize the purpose of the study. The chapter covers the research design, target population, sampling procedures and sample size, data collection instruments and procedure, data analysis and presentation, and research ethics.

3.2 Research Design

Cross-sectional survey design was used to investigate the relationship between economic background, social background, and attitude of the youth towards work and the state of employment amongst the youth of Bahati sub-County in Nakuru County (Creswell, 2014). This design involved collecting data from respondents at one point in time through questioning. This design was selected because it enabled the collection of large amount of data within a small period time. Consequently, the design supported the statistical evaluation of research variables and generalization of findings to the entire youth population within the study area.

3.3 Target Population

The target population for the study were all youth residing in Bahati Sub-County. The Constitution of Kenya 2010 defines a youth as a person between the ages of 18 and 35 years. The study targeted youths who are both employed and unemployed. According to the Bahati Deputy County Commissioners' Office, there were approximately 43,280 youth residing in the area in 2019. These youth formed the target of the study. Bahati was chosen as the study site because the area has high rate of youth unemployment despite the existence of numerous economic opportunities in sectors such as agriculture, tourism, and trade. There is need to examine the supply side factors that influence youth unemployment in this area. Individuals who were between 18 and 35 years but were still in formal school system were excluded from the study.

3.4 Sampling Procedures and Sample Size

Due to vastness of the target population, a sample of youths was selected for purposes of data collection and analysis. The size of the sample was determined using the following sample size formula.

$$n = \frac{z^2 (p) (1-p)}{c^2}$$

Where:

z = standard normal deviation set at 95% confidence level (1.96)

p = percentage picking a choice or response or having the characteristic of interest. In this study, it is estimated that 80% of the youth have youth have experienced or at the very least they are aware of issues of unemployment. In terms of proportion, this translates to p=0.8.)

c = confidence interval

$$n = \frac{1.96^2 (0.8) (1-0.8)}{0.05^2}$$

$$n = \frac{0.614656}{0.0025}$$

$$n = 245.4624 \approx 245 \text{ youths}$$

Using the formula, it was determined that the appropriate sample size for the study will be 245 youths.

3.4.1 Sampling Procedure

Respondents were selected using the clustered random sampling method. This sampling technique entailed dividing the target population into segments with heterogeneous characteristics (known as clusters) and selecting participants from each cluster using

random methods. The five wards within Bahati Sub-County were used as clusters. An equal number of participants were selected from each ward because the wards have similar populations. Table 3.1 presents the sampling plan for the study.

Table 3.1: Sampling Plan

Ward	Sample Size
Dundori	49
Kabatini	49
Kiamaina	49
Lanet	49
Bahati Ward	49
Total	**245**

Source: Author (2019)

3.5 Data Collection Instruments and Procedure

Data was collected using questionnaires. This instrument was selected because it facilitated collection of large amount of data within a short duration of time. The questionnaire contained both close-ended aimed at generating quantitative data and open-ended questions that sought to elicit qualitative data. The questions were formulated following the literature review on each study variables that led to identification of suitable indicators. The questions were in the English language. It was expected that the sample would comprise of individual with different literacy level. Consequently, the researcher personally administered the questionnaire so as to address issues of language barrier.

3.6 Validity of Instrument

Validity is the degree to which the research instrument measures what it was supposed to measure (Creswell, 2014). The validity of the questionnaire was enhanced by presenting it to supervisors at the Department of Development Studies of St. Paul University who provided their input regarding the relevance, appropriateness, clarity, precision, and comprehensiveness of the questions in eliciting the information needed to address the research objectives.

3.7 Reliability of Instrument

Reliability is the level of consistency of the research instrument (Creswell, 2014). The reliability of the instrument was enhanced by conducting a pilot study. The aim of the pilot study was to test the flow and meaning of questions, language used in the data

collection instrument, and time that it would take to administer the instrument. The pilot study involved 25 youths (10% of the sample) from the neighbouring Nakuru East Sub-County, which was selected due to its similarity to the study area in terms economic and social conditions. The pilot data was assessed using the split-half method.

3.7 Data Analysis and Presentation

Data was analysed using both quantitative and qualitative methods. In the quantitative analysis, descriptive statistics such as frequencies and percentages were used to summarize data on individual variables. Inferential statistics such as cross-tabulation with chi-square and independent sample t-tests were used to examine the relationship between the independent and dependent variables in the study. Quantitative analysis was done through the Statistical Package for Social Sciences (SPSS) version 25. The data was cleaned, coded, and entered into the SPSS program and analysed using the specified statistical methods. The main statistical methods were cross-tabulation with chi-square and independent sample t-tests. Results of the quantitative analysis were presented using tables and graphs.

Qualitative analysis was conducted using the thematic analysis technique. This entailed summarizing responses into keywords that address the research objectives (Creswell, 2014). Keywords that convey the same meaning were merged and aggregated to form larger themes. The themes were presented and discussed in text. The discussions were also supported using descriptive quotes.

3.8 Ethical Considerations

Several ethical issues were considered during the study. The first ethical issue involved obtain the required research approval. Approvals were sort from various institutions including the Post-graduate Department at St. Paul's University, National Commission for Science, Technology and Innovation (NACOSTI), and the Nakuru County Commissioner's Office.

The second ethical entailed obtaining informed consent from respondents. To fulfil this ethical obligation, the researcher explained the study to the respondents including its purpose, objectives, and potential risks and benefits. The researcher then asked for the respondents consent without any form of coercion.

The third ethical issue entailed the protection of privacy and confidentiality. The researcher ensured that no information that could link respondent to the study such as names and physical addresses are collected. Consequently, all respondent remained anonymous.

3.9 Chapter Summary

This chapter has discussed the methods and procedures that were used to collect and analyse data needed to address the research objectives. The study utilized the cross-section survey design where data was collected data was collected from a sample of youth at single point in time. The semi-structured questionnaires comprising of both open-ended and close-ended question was used in data collection. Data was analysed using quantitative and qualitative technique. Results are presented in chapter four.

CHAPTER FOUR
DATA ANALYSIS, PRESENTATION, AND INTERPRETATION

4.1 Introduction

This chapter discusses how the raw data was processed to generate required information, presents the results of the analyses, and interprets these results. The chapter is subdivided into various sections including response rate, respondents' background information, state of youth unemployment in Bahati Sub-County, influence of economic background on youth unemployment, influence of social background on youth unemployment, and influence of attitude towards work on youth unemployment.

4.2 Response Rate

From a total of 245 questionnaires that were distributed, 207 were completed accordingly and returned to the researcher. This figure translates to a response rate of 84.5%. Table 4.1 presents a breakdown of the response rate obtained in each ward. According to Mugenda and Mugenda (2003), a response rate of more than 50% is adequate to facilitate statistical analysis and generate findings that are representative of the target population.

Table 4.1: Response Rate in various Wards

Ward	Targeted No.	Obtained No.	Response Rate
Dundori	49	43	87.8
Kabatini	49	40	81.6
Kiamaina	49	44	89.8
Lanet	49	38	77.6
Bahati Ward	49	42	85.7
Total	**245**	**207**	**84.5**

Source: Field Data (2019)

Table 4.1 showcases that Kiamaina Ward had the highest response rate of 89.8% while Lanet Ward had the lowest rate of 77.6%. Nonetheless, all wards recorded response rates of above 70% and thus the data collected can be considered to be representative of the situation in each ward. Reporting of response rate was essential as it helped to determine whether results were influenced by nonresponse bias. The relative high response rate minimized the probability for nonresponse bias. In addition, there was no evidence that the non-responses differed significantly from those who responded in terms of employment status, household economic status, social status, and attitude towards work.

4.3 Respondents Background Information

Respondents' background information was also assessed to also determine the representativeness of the sample. Information that was evaluated includes the gender of respondents, their age, and highest education level.

4.3.1 Gender of Respondents

The study sought to determine the representativeness of the sample based on gender. Consequently, respondents were asked to indicate their gender on the options provided. Results are presented in Figure 4.1.

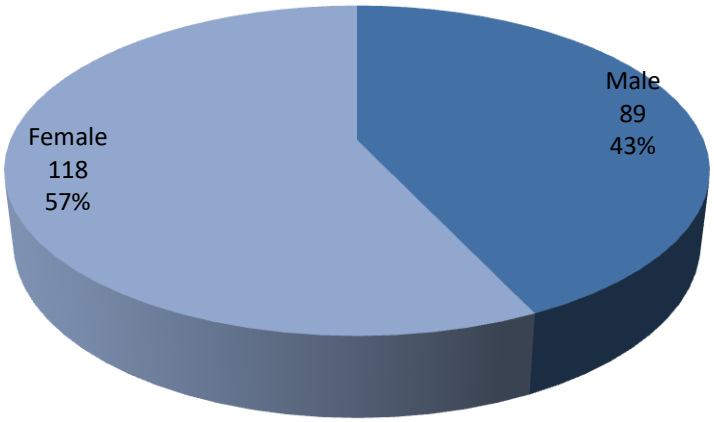


Figure 4.1: Distribution of Respondents by Gender
Source: Field Data

Figure 4.1 shows that there were more female respondents than male respondents in the sample. Female respondents were 118 representing 57% of the sample as compared to 89 males representing 43% of the sample. This distribution shows that the sample was inclusive of both youths of both genders. It is also in line with the gender distribution in the general population. According to the Kenya National Bureau of Statistics (2013A), there were more females (50.6%) living in peri-urban areas such as Bahati Sub-County than males (49.45%). Hampert and Pfeifer (2013) found that there is gender difference in employment in favour of males in many societies particularly in the developing countries. Since gender was not one of the main variables of the study, ensuring that both male and female views are adequately represented was essential to controlling the influence of gender on youth unemployment.

4.3.2 Age of Respondents

The study also sought to determine whether the sample was representative of the youth population in terms of age. Consequently, respondents were asked to state their age in years. Results are presented in Figure 4.2.

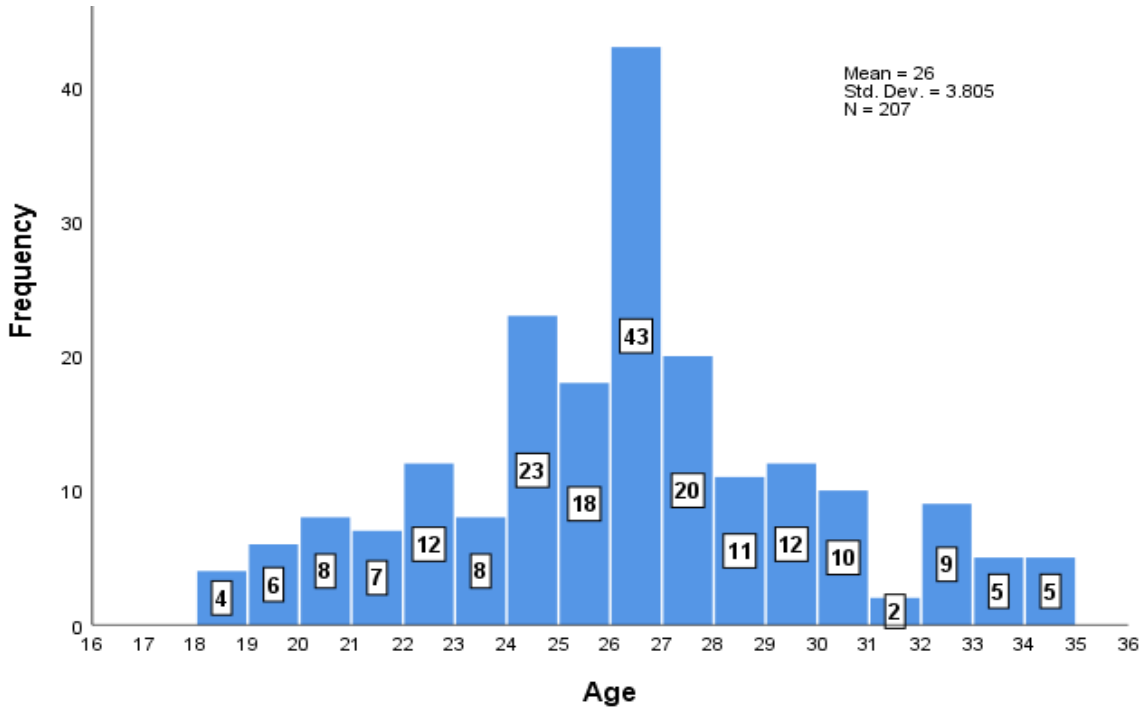


Figure 4.2: Distribution of Respondents by Age
Source: Field Data (2019)

Figure 4.2 illustrates that the age of respondents ranged from 18 to 35 years. The mean age was 26 years which was also the mode with 43 of the respondents reporting being at this age. This age distribution data shows that the data was inclusive of youth of different ages. Hampert and Pfeifer (2013) also found that there are age differences in employment in favour of elder person as elder persons are more likely to have pursued and completed higher education courses, have greater work experience, and more expansive networks. The inclusion of youths of diverse ages was therefore essential to controlling the influence of age of youth unemployment.

4.3.3 Respondents Highest Education Level

The study also sought to determine the representativeness of the sample based on highest level of education. Consequently, respondents were asked to indicate their highest education attainment in options provided. Results are presented in Table 4.2.

Table 4.2: Distribution of Respondents by Highest Education Level

Education Level	Frequency	Percent
No education	8	3.9
Primary	20	9.7
Secondary	61	29.5
Diploma	59	28.5
University Degree	59	28.5
Total	**207**	**100.0**

Source: Field Data (2019)

Table 4.2 reveals that the largest segment of the respondents (29.5%) had the secondary level of education. About 28.5% had the diploma level of education while a similar proportion had attained at least a university degree. About 9.7% had the primary level of education while 3.9% had no formal education. The findings show that the study was inclusive of youths with diverse levels of education. The finding is also consistent with the data from the Kenya National Bureau of Statistics (2013B), which showed that 28% of residents of Nakuru County have the secondary level of education. The finding is also congruent with Awiti and Scott (2016), who found that 78% of Kenyan youths had attained post-primary education. In the current study, the findings show that 86.4% of youths in Bahati County have attained post-primary education. Education level is also a major determinant of youth's unemployment status. Since the youth education level was not one of the main variables under investigation, it was essential to ensure that youth with diverse education level are included so as to control the influence of youths education level of youth unemployment.

4.4 State of Youth Unemployment in Bahati Sub-County

The purpose of the study was to investigate the determinants of unemployment among the youths in Bahati Sub-County. Before moving to the analysis of determinants, it was essential to establish the exist state of youth unemployment within the study area.

4.4.1 Youth Unemployment Rate

The first issue that the study interrogated was the rate on unemployment within the study area. Respondents were asked to indicate whether they were involved in any income generating activity. Results are presented in Figure 4.3.

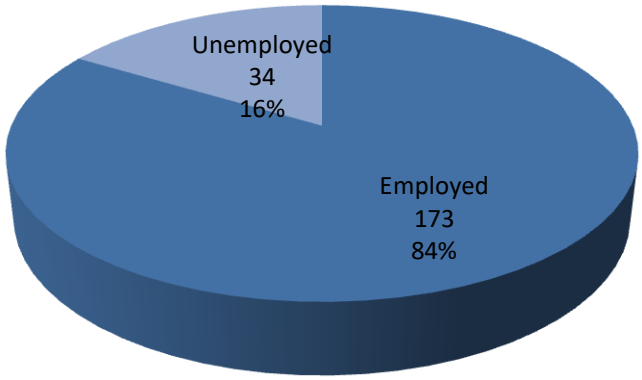


Figure 4.3: Distribution of Respondents by Employment Status
Source: Field Data (2016)

Results in Figure 4.3 shows that 173 out of the 207 respondents reported that they were involved in some form of income generating activity. This figure translates to an employment rate of 84% and an unemployment rate of 16%. This finding shows that the youth unemployment rate in the study area is slightly below the national average, which the Kenya Institute of Economic Affairs (2016) estimated to be 17.1%.

4.4.2 Forms of Employment among Youths

The second issue that was interrogated was the form of employment in which the employed youths were engaged. Respondents were provided with a list of options and asked to select the option that best describe the income generating activity that they are involved in. Results are presented in Table 4.3.

Table 4.3: Distribution of Respondents by Form of Employment

Form of Employment	Frequency	Percent
Work for wage on part time	24	13.9
Work for salary on full time	55	31.8
Self-employed	57	32.9
Family business/ farm	37	21.4
Total	**173**	**100.0**

Source: Field Data (2019)

Table 4.3 illustrates that the largest segment of the employed youths (32.9%) were self-employed. This study is consistent with the study by Awiti and Scott (2016) who found that 48% of Kenyan youths aspire to venture into businesses rather than pursue professional careers such as engineering and law or go into farming. The finding is also consistent with Zollman and Gubbins (2016) who found that due to limited formal employment opportunity and expanding workforce, the proportion of Kenya's working population that is venturing into self-employment is rapidly increasing. The study also established that venturing into business is preferred by most Kenyan as opposed to employment as it provides a sense of success, pride, and confidence. Other respondents reported that starting a business helped them to feel more fulfilled.

4.4.3 Working Hours among Employed Youths

The study also sought to determine the number of hours that employed youth spend working in a week. This information was important in establishing the prevalence of underemployment among the youths in Bahati Sub-County. This information is summarized in Table 4.4.

Table 4.4: Working Hours among Employed Youths

Statistic	Value
N	145
Mean	42.87
Minimum	10
Maximum	92

Source: Field Data (2016)

Data in Table 4.4 reveals that a total of 145 respondents answered this question. The average number of working hours per week for the employed youths was 42.87 hours. This value falls within the acceptable range of 30 to 50 hours a week. A study by the Gallup showed that the average worker in the globe works for 38 hours a week while the optimal working hours per week should be 50 hours (Merle, 2018). This implies that the average youth in Bahati Sub-County is not underemployed in terms working hours. Figure 4.4 presents a further breakdown of the number of hours that employed youths spend working in a week.

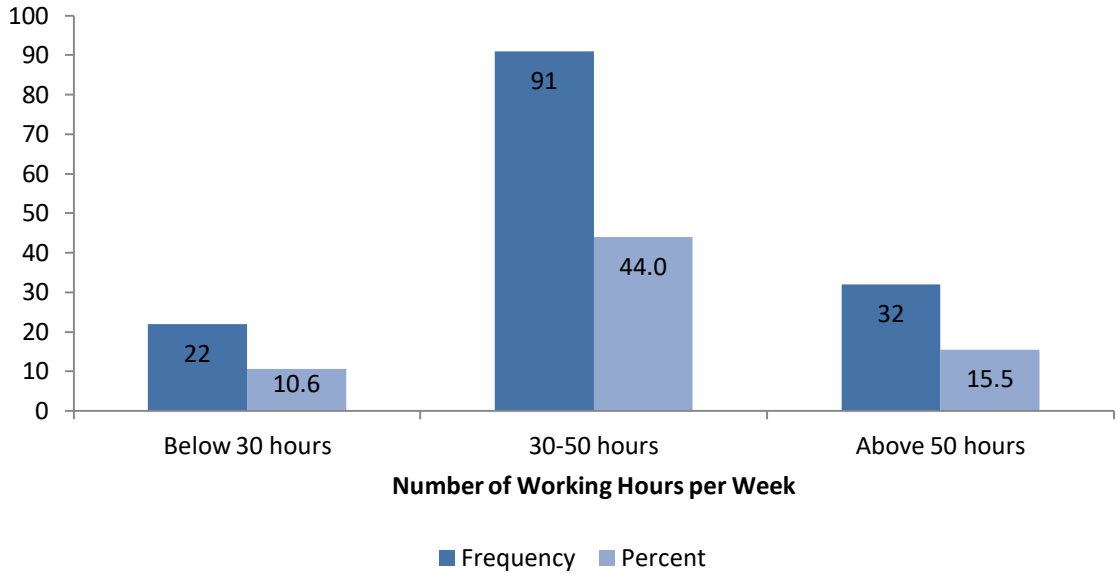


Figure 4.4: Distribution of Respondents by Number of Working Hours
Source: Field Data (2019)

Figure 4.4 shows that 91 out of the 145 respondents (44%) who answered these questions were working for 30 to 50 hours a week, which is the acceptable range. About 10.6% of the respondents reported working for less than 30 hours a week. The respondent with the fewest working hours reported working for 10 hours a week. Working for less hours means that the skills and potential of these youths are not being adequately utilized. About 15.5% of the youth reported working for more than 50 hours. This finding is consistent with the study by British Council (2017) who found that although informal employment has offered youths opportunities for growth, it has exposed them to long working hours that lead to low job satisfaction.

4.4.4 Utilization of Skills

The study also sought to examine whether the employed youth felt that their skills and potential were being utilized optimally in their current occupations. Although underutilization of skills is not equivalent to unemployment, it shows that the youth in under employed. This query was therefore essential in examining the current underemployment status within the study area. Respondents' views are summarized in Figure 4.5.

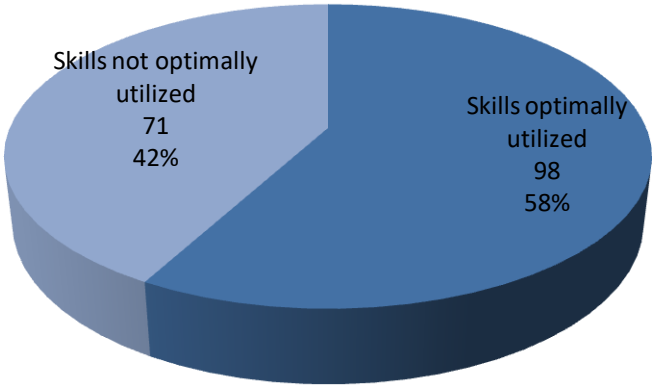


Figure 4.5: Respondents view on whether their Skills are Optimally Utilized
Source: Field Data (2019)

A total of 169 individual responded to this question, out of which 98 (58%) reported that their skills were being optimally utilized while 71 (42%) said that their skills were not being optimally utilized. This finding suggests that 42% of employed youths in Bahati Sub-County are underemployed as they are in occupations that do not make optimal use of their abilities.

4.4.5 Youths average Income

Lastly, the study sought to examine the income that employed youth in Bahati Sub-County get from their employment. Income is another important indicator of underemployment. To assess this issue, respondents were asked to state the average income that they get from their employment in a month. Results are summarized in Table 4.5.

Table 4.5: The average Income of Employed Youths

Statistic	Value
N	144
Mean	25,229.17
Median	15,000
Minimum	1000
Maximum	120,000

Source: Field Data (2019)

The findings in Table 4.5 indicate that the average income for employed youths in Bahati Sub-County was Kshs. 25,229.17. The mean is significantly lower than the mean income of Kshs. 57,008.08 for the general working population in Kenya reported in 2018 (Kenya

National Bureau of Statistics, 2018). According to Creswell (2014), mean is not the best measure of income as income data is rarely normally distributed as it usually contains outliers in the form of individuals earning unusually high income. These outliers tend to give an exaggerated figure of what an average person in a given population earns. Creswell (2014) recommended the use of median to measure average income.

Median as measure of central tendency overcomes the problem of outliers as it represents the value that divides the data set into two halves when the data are arranged in hierarchical order (Creswell, 2014). As shown in Table 4.5, the median income for the youth in Bahati County was Kshs. 15,000. The median income for the youth in Bahati is also lower than that of the general population in the country, which was estimated at 22,300 in 2018 (Kenya National Bureau of Statistics, 2018). Some respondents reported earning as low as Kshs. 1,000 per month. This finding reinforces earlier findings by Zollman and Gubbins (2016) who found that a significant number of youth businesses earn Kshs. 1,500 in profits per month.

4.5 Influence of Economic Background on Youth Unemployment

The first objective of the study was to examine the influence of family economic background on unemployment among the youths in Bahati Sub-County. Two economic variables were considered: family wealth and parent occupation.

4.5.1 Influence of Family Wealth

Family wealth was measured by examining whether the family in which the respondent grew owned certain assets including a house, a vehicle, indoor bathroom, microwave oven, refrigerator, and television. As Karigi (2014) explained, asset-based indicators provide a long-term perspective regarding a family's economic status than income-based measures. This information is summarized on Table 4.6.

Table 4.6: Number and Percentage of Respondent who owned various Asset

Asset Owned	No. of Respondent	% of Respondents
Owns a house	129	64.2
Owns a vehicle	46	22.9
Has an indoor bathroom	57	28.4
Has a microwave oven	38	18.9
Owns a refrigerator	46	22.9
Owns a TV	131	65.2

A total of 201 individuals responded to this question. Out of the 201 respondents, 129 equalling 64.2% reported that the household in which they were brought up owned a house. As Karigi (2014) explained, ownership of land and house is an important proxy indicator of wealth in the Kenyan context given that land is not only assigned economic value but is also accorded cultural value. The finding that most of the households in Bahati Sub-County own a house is logical given that Bahati Sub-County is a peri-urban area where majority of the households live in their own land rather than on rental property. It is also in line with the 2014 Kenya Demographic and Health Survey (KDHS) which found that 79% of households in rural areas owned land and consequently possessed a house.

Forty six respondents translating to 22.9% reported that the household they grew up in owned a vehicle. Vehicle possession is also an important indicator of wealth in Kenya as vehicles are often considered a luxury good except in situations where the vehicle is used as a source of income (Karigi, 2014). The proportion of respondents whose family owned a vehicle (22.9%) is notably higher than the national proportion which was estimated at 5% in the 2014 KDHS (Kenya National Bureau of Statistics, 2015). This implies that families in Bahati Sub-County are wealthier than the average family in the country based on this indicator.

Fifty seven respondents (28.4%) said that the household in which they grew-up had an indoor bathroom. This proxy indicator was meant to assess the type or quality of house in which the respondent grew up. The study by Karigi (2014) found that family whose dwellings were characterized by indoor plumbing were generally wealthier than those who sanitation facilities were outside the house. The finding that 28.4% of respondents had indoor sanitation facilities suggests that families in Bahati Sub-County are wealthier than the average family in the county. The study by Mansour, Oyaya, and Owor (2017) found that only 5% of Kenyan households have indoor sanitation facilities.

Thirty eight respondents (18.9%) said that they owned a microwave while 46 respondents (22.9%) said that the owned a fridge in their childhood household. Oven and fridge are also among the durable household assets that can be used as proxy indicators of wealth (Karigi, 2014). According to the 2014 KDHS, 3.4% of households in Kenya owned a microwave oven while 6.2% owned a refrigerator (Kenya National Bureau of Statistics,

2015). Current findings thus suggest that the average family in Bahati Sub-County is wealthier than an average family in the country.

The final item that was used a proxy indicator for wealth was possession of television. As Table 4.6 shows, 131 respondents (65.2%) said that their household possessed a television set. This percentage is also higher than the national proportion of 34.5% that was documented during the 2014 KDHS (Kenya National Bureau of Statistics, 2015). This findings also suggest that on average, families in Bahati Sub-County are wealthier that the average family in the country.

To obtain a general overview of the wealth of households in which the respondents were brought-up, ownership of each of the asset was coded as 2 while its absence was coded as 0. The scores for each respondent in all the six items were then summed up to obtain an overall wealth score. This means that households that owned all the six assets were accorded a wealth score of 12 while a household that did not own any of the assets was accorded a wealth score of 0. Using this score, the households were grouped into three categories: Low wealth (scores of 0-3), moderate wealth (scores of 4-8), and high wealth (scores of 9-12). The distribution of respondents across the three categories of wealth is summarized in Figure 4.6.

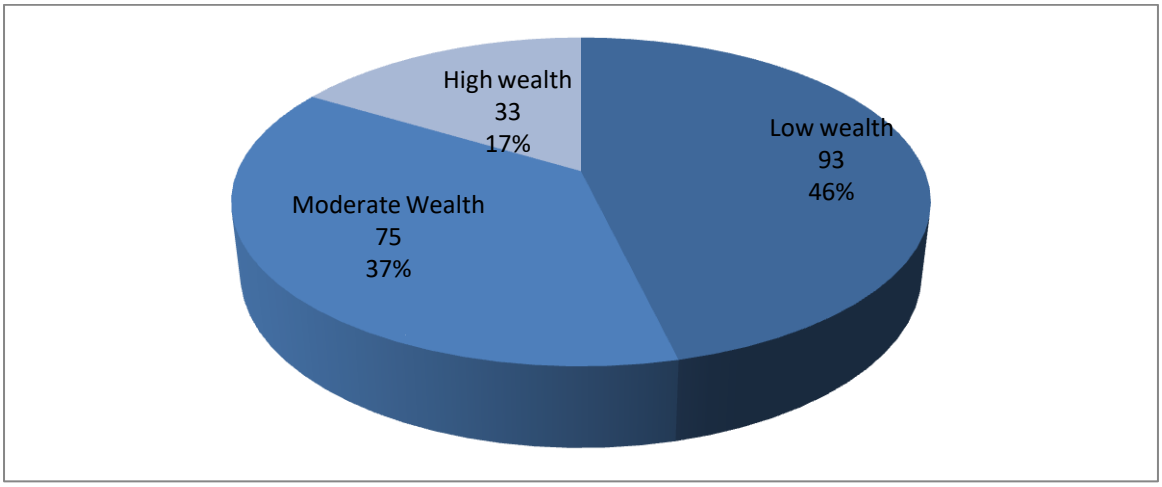


Figure 4.6: Distribution of Respondents by Household Wealth Status
Source: Field Data (2019)

A total of 201 individuals responded to this question. As Table 4.6 illustrates, the largest segment of the respondents (46%) were from low wealth households. This implies that despite families in the study area doing better than the average family in the county, most

of the families still fall under the low wealth category. About 37% of the respondents came from moderately wealthy families while 17% hailed from high wealth families. The cross-tabulation with chi-square method was used to assess the relationship between family wealth and youth unemployment. Results are presented in Table 4.7.

Table 4.7: Cross-Tabulation of Youth Employment Status and Family Wealth

		Employment Status		
		Unemployed	Employed	Total
Wealth Category	Low wealth	14 (15.1%)	79 (84.9%)	93 (100%)
	Moderate wealth	12 (16.0%	63 (84.0%)	75 (100%)
	High Wealth	5 (15.2%)	28 (84.8%)	33 (100%)
Total		**31 (15.4%)**	**170 (84.6%)**	**201 (100%)**
Chi-square $X^2 = 0.031$, d.f. = 2, sig. = 0.985				

Source: Field Data (2019)

Table 4.7 shows that the proportion of unemployed youth was 15.1% in low wealth family, and increased to 16.0% in moderate wealth family, and then declined to 15.2% in high wealth families. From this finding, no clear pattern has emerged between youth unemployment and family wealth status. The chi-square test also showed that there is no statistically significant relationship between family wealth status and youth unemployment ($X^2 = 0.031$, sig. = 0.985). These findings led to the conclusion that family wealth does not have a statistically significant influence of youth unemployment in Bahati Sub-County.

This finding is not consistent with existing literature such as the study by Torrado (2014) who found that family economic status was a major predictor of youth unemployment in the Carribean region. The study showed that youth from poor family were more likely to be unemployed that those from wealthy families. It is not congruent with the study by Mugambi et al. (2014), who found that family wealth influences youth unemployment by affecting the level of social support available to the youth. Youths from poor families are less likely to have strong informal connections that can helps them secure jobs, capital, market for their product, and tenders and other business opportunities. As results, these youths find it difficult to navigate the labour market or pursue entrepreneurial opportunities. This aspect was also captured during in the qualitative data where one of the youth expressed that:

"I am not in my dream career because I did not get the opportunity to complete my education. I come from a poor family and thus struggled to raise money for college," (Ruth, Field Data, 2019).

Another male respondent bewailed that:

"The situation is tough for young people out here. If you are not from a wealthy family, you cannot get employment or money to start a business. This is why we have to survive on casual jobs," (Albert, Field Data, 2019).

4.5.2 Influence of Father's Occupation

Another economic variable that was examined was father's occupation. The study sought to examine the influence on father occupation on unemployment among the youth in Bahati Sub-County. Respondents were provided with a list of occupations and asked to select the option that best describes their father's main area of occupation. Results are presented in Table 4.8.

Table 4.8: Distribution of Respondents by Father's Occupation

Occupation	Frequency	Percentage
No economic activity	3	1.9
Farming	49	31.4
Casual employment	29	18.6
Long-term employment	32	20.5
Artisan	3	1.9
Business	40	25.6
Total	**156**	**100.0**

Source: Field Data (2019)

Table 4.8 illustrates that 156 individuals responded to this question. The high number of missing data is logical given that not all respondents were raised in dual-parent families. The largest portion of the respondents (31.4%) reported that their fathers' were farmers. This finding is consistent with the 2014 KDHS, which found that 31.0 of employed men in the rift valley region were working in agriculture sector (Kenya National Bureau of Statistics, 2015).

About 25.6% of the respondents said that their fathers were involved in business. This finding is consistent with Zollman and Gubbins (2016) who found that many people in

Kenya are opting to venture into business because of limited opportunities in the formal sector. About 20.5 of the respondents said that their fathers' were in formal employment while 18.6% said that their fathers' were in causal employment. About 1.9% said that their father were involved in artisan work such as carpentry while another 1.9% said that their fathers were not engaged in any economic activity. To examine the influence of father occupation on youth unemployment, the employment status data was cross-tabulated with the father's occupation data. Results are presented in Table 4.9.

Table 4.9: Cross-Tabulation of Youth Employment Status and Father's Occupation

		Employment Status		
		Unemployed	Employed	Total
Father occupation category	No economic activity	1 (33.3%)	2 (66.7%)	3 (100%)
	Farming	9 (18.4%)	40 (81.6%)	49 (100%)
	Casual employment	4 (13.8%)	25 (86.2%)	29 (100%)
	Long-term employment	3 (9.4%)	29 (90.6%)	32 (100%)
	Artisan	0 (0%)	3 (100%)	3 (100%)
	Business	5 (12.5%)	35 (87.5%)	40 (100%)
Total		22 (14.1%)	134 (85.9%)	156 (100%)
Chi-square $X^2 = 2.822$, d.f. = 5, sig. = 0.027				

Source: Field Data (2019)

Table 4.9 indicates that youth unemployment rate was highest among youths who fathers were not engaged in any economic activity. In this group, 33.3% of the youths were unemployed. Youth unemployment rate was lowest among those whose fathers' were involved in artisan business with no respondents in this group being unemployed. These results may not provide a valid conclusion as the two groups were relatively small with 3 respondents each. Unemployment was 9.4% among youths whose fathers' were in long-term employment and 12.5% among those whose fathers' were in business as compared to 13.8% for those whose fathers were in casual employment and 18.4% of those whose fathers' were in farming business. The chi-square test showed that the differences observed in unemployment rate across the various categories of father occupation are statistically significant (X2 = 2.822, sig. = 0.027). This finding led to the conclusion that father's occupation has a statistically significant influence on youth unemployment in Bahati Sub-County.

These findings are consistent to earlier literature such as Berloffa *et al.* (2016), which found that fathers' employment status and working condition had an effect on sons' probability of being employed. Based on this argument, it is probable that high

unemployment rate among youths are engaged in farming is due to poor working condition associated with this career. Consequently, youth are less motivated to follow their parents' footsteps into this career line. Regarding father unemployment, one of the pathways through which it could influence youth employment is by affecting the youth access to education and consequently their level of human capital (Berloffa *et al.*, 2016). Another pathway for the effect of father occupation is by affecting the youth's access to capital. O'Reilly et al. (2015) also argued that parent occupation can influence offspring's employment status by shaping their beliefs regarding unemployment.

Qualitative data also support the view that father occupation has a significant effect on youth unemployment. Some of the youths lamented that they were unemployed or in the profession that they do not enjoy because their parents did not have networks in various organization. One of the respondents expressed that:

> *"Today, you cannot get anywhere without the right connection. For you to get a job or a tender in government offices or large companies, you need to have a 'god father' in these offices," (James, Field Data, 2019).*

Qualitative data also showed that father's occupation can also influence youth unemployment by serving as motivation and inspiration. Fathers can also gloom their children into joining the professional that they are in. When asked about mentorship, one of the youth recited that:

> *"My father is my mentor. He is the one who encouraged me to join the world of business. He introduced me to this business and showed me how things are done. To date, I still go to him for advice and support," (Juliet, Field Data, 2019).*

4.5.3 Influence of Mother's Occupation

The study also sought to examine the influence of mother's occupation on youth unemployment. The surveyed youth was presented with a list of occupation and asked to select the option that best describes their mother's occupation. Results are presented in Table 4.10.

Table 4.10: Distribution of Respondents by Mother Occupation

Occupation	Frequency	Percent
No economic activity	9	5.1
Farming	65	36.5
Casual employment	23	12.9
Long-term employment	26	14.6
Artisan	3	1.7
Business	52	29.2
Total	**178**	**100.0**

Source: Field Data (2019)

A total of 178 individuals responded to this question. As Table 4.10 illustrates, the largest portion of the respondents (36.5%) reported that their mother were involved in farming. This proportion is slightly higher than the 31.1% that was documented in the 2014 KDHS for the Rift Valley Region (Kenya Bureau of Statistics, 2015). This discrepancy can be explain by the fact that Rift Valley, which was the unit of analysis in the KDHS, is a vast region than comprises of agriculturally reach areas such as Bahati Sub-County as well as arid and semi-arid areas.

A substantial section of the respondents (29.2%) reported that their mothers were involved in business. This finding also reflect the study by Zollman and Gubbins (2016) where it was found that entrepreneurship is increasingly becoming a popular means of earning a living for Kenyan families. About 14.6% of the respondents said that their mother were in long-term employment while 12.9 said that their mother were in casual employment. The data on mother's occupation was cross-tabulated with the data on youth employment status in order to assess the influence of mother occupation on youth unemployment. Results are presented in Table 4.11.

Table 4.11: Cross-tabulation of Youth Employment Status and Mother Occupation

		Employment Status		
		Unemployed	Employed	Total
Mother occupation category	No economic activity	1 (11.1%)	8 (88.9%)	9 (100%)
	Farming	11(16.9%)	54 (83.1%)	65 (100%)
	Casual employment	3 (13.0%)	20 (87.0%)	23 (100%)
	Long-term employment	3 (11.5%)	23 (87.0%)	26 (100%)
	Artisan	1 (33.3%)	2 (66.7%)	3 (100%)
	Business	10 (19.2%)	42 (80.8%)	52 (100%)
Total		29 (16.3%)	149 (83.7%)	178 (100%)
Chi-square $X^2 = 1.773$, d.f. = 5, sig. = 0.08				

Source: Field Data (2019)

Table 4.11 demonstrates that unemployment was highest among youths whose mother were artisans at 33.3%. This is contrary to father's occupation where youth whose fathers were artisans had the lowest rate of unemployment. However, this finding might not provide an accurate view given that the size of the group was small with only 3 individual. The data also shows that unemployment rate was lowest among youths whose mothers were unemployed at 11.1%. The chi-square test showed that the differences observed in unemployment rate across the various categories of mother occupation are not statistically significant (X2 = 1.773, sig. = 0.88).

These findings are inconsistent with existing literature such as Berloffa *et al.* (2016), which suggests that unemployment has an intergenerational persistence effect. The study found that mothers' employment status and working condition had an effect on daughters' probability of being employed. The findings also contradicts O'Reilly et al. (2015) who argued that family background tend to develop different believes regarding unemployment among offspring. For youths whose parents are employed, unemployment is viewed as a temporary friction. On the other hand, youths who have experienced long-term parental unemployment view this problem as a generational legacy.

4.6 Influence of Social Background on Youth Unemployment

The second objective of the study was to assess the influence of social background on youth unemployment in Bahati Sub-County. Several social issues were considered including father's education level, mother's education level, family structure, and family size. These issues are discusses in the following subsections.

4.6.1 Influence of Father's Education Level

The first issue that was interrogated was the influence of father's education level on unemployment among the youths. Results are presented in Table 4.12.

Table 4.12: Respondents distribution by Father's Education Level

Education Level	Frequency	Percent
No formal education	8	5.0
Primary education	22	13.7
Secondary education	64	39.8
College education and above	67	41.6
Total	**161**	**100.0**

Source: Field Data (2019)

Results in Table 4.12 indicate that a total of 161 individuals responded to this question. The largest segment (41.6%) reported that their fathers had a minimum of college education. This proportion is notably higher than the 19.2% captured in the 2014 KDHS for men in Nakuru County (Kenya National Bureau of Statistics, 2015). This implies that males in Bahati Sub-County have greater access to education than males in most other parts of the county. About 39.8% of the respondents reported that their fathers had the secondary level of education, which is also higher than 19.4% captured in 2014 KDHS. About 13.7% said that their father had attained the primary level of education while 5% said that their fathers had no formal education. To assess the influence of mother education level on youth unemployment, data on mother education was cross-tabulated with data on youth employment status. Results are presented in Table 4.13.

Table 4.13: Cross-Tabulation of Youth Employment Status and Father Education

		Employment Status		
		Unemployed	Employed	Total
Father Education Level	No formal education	2 (25.0%)	6 (75.0%)	8 (100%)
	Primary education	6 (27.3%)	16 (72.7%)	22 (100%)
	Secondary education	7 (10.9%)	57 (89.1%)	64 (100%)
	College Education and above	7 (10.4%)	60 (89.6%)	67 (100%)
Total		22 (13.7%)	139 (86.3%)	161 (100%)
Chi-square $X^2 = 5.316$, d.f. = 3, sig. = 0.015				

Source: Field Data (2019)

Table 4.13 shows that youths whose father had attained the primary level of education and those whose father had no formal education had the highest unemployment rate of 27.3% and 25.0% respectively. Those whose parents had a minimum of college education had the lowest unemployment rate of 13.7%. This finding suggests that father education might have a positive association with youth employment. The chi-square test showed that the differences observed in youth unemployment rate across the various levels of father education were statistically significant (X2 = 5.316, sig. = 0.015). These findings led to the conclusion that father education level has a statistically significant influence on unemployment among the youth in Bahati Sub-County.

Just like in the occupation factor, father education status can influence offspring employment status by directly affecting the offspring's education level and consequently his skills and qualification. This is because in Kenya, education level is strongly

associated with occupation and income and thus parents with high levels of education have more resources to provide their children with education (Msigwa and Kipesha, 2013). Father education can also shape their offspring employment status by shaping their careers beliefs and aspirations. Kabiru *et al.* (2013) found that youth in Kenyan slums who father had high education levels were more likely to have high life aspirations as compared to youths whose fathers had low level of education. This aspect was also captured by the qualitative data where one of the respondents described that:

> *"I would say that my father is my mentor. He is a true disciplinarian and very strict with our education. He used to tell us (her and the siblings) that we must go further than he did in education. Then we can do what we wish to do," (Rebecca, Field Data, 2019).*

4.6.2 Influence of Mother's Education Level

To assess mother's education level, respondents were asked to indicate their mothers' highest level of education. Results are presented in Table 4.14.

Table 4.14: Distribution of Respondents by Mother's Education Level

Education Level	Frequency	Percent
No formal education	18	9.7
Primary education	38	20.5
Secondary education	71	38.4
College education and above	58	31.4
Total	**185**	**100.0**

Source: Field Data (2019)

Table 4.14 indicates that a total of 185 responded to this question out which 71 representing 38.4% of the respondents reported that their mothers had the secondary level of education. This finding suggests than on average, there are more men than women with higher levels of education in Bahati Sub-County. The proportion of mothers with secondary education is also higher than the proportion of women with the same level of education in Nakuru County (19.2%) as documented in 2014 KDHS (Kenya Bureau of Statistics, 2015). This implies that women in Bahati Sub-County have higher level of education than the average women in Nakuru County.

A sizeable portion of the respondents (31.4%) also reported that their mother had attained a minimum of college education. This proportion is also significantly higher than 15.2%

recorded for women in the entire Nakuru County (Kenya National Bureau of Statistics, 2015). About 20.5% of the respondents reported that their mothers had the primary level of education while 9.7% said that their mothers had no formal education.

Table 4.15: Cross-Tabulation of Youth Employment Status and Mother Education

		Employment Status		
		Unemployed	Employed	Total
Mother Education Level	No formal education	5 (27.8%)	13 (72.2%)	18 (100%)
	Primary education	8 (21.1%)	30 (78.9%)	38 (100%)
	Secondary education	8 (11.3%)	63 (88.7%)	71 (100%)
	College Education and above	6 (10.3%)	52 (89.7%)	58 (100%)
Total		27 (14.6%)	158 (85.4%)	185 (100%)
Chi-square $X^2 = 5.252$, d.f. = 3, sig. = 0.035				

Source: Field Data (2019)

Table 4.15 illustrates that youth unemployment rate was highest among the respondents whose mothers' had no formal education (27.8%) and lowest among respondents whose mothers had a minimum of college education (10.3%). The unemployment rate seems to decline as the level of mother education increases. This finding suggests that mother education has a negative influence on youth unemployment. Youths whose mothers have high level of education are less likely to be unemployed when compared to youth whose mothers have low level of education. The chi-square test showed that the differences observed in youth unemployment rate across the four levels of mother education are statistically significant (X2 = 5.252, sig. = 0.035). This implies that mother education level has a statistically significant influence on youth unemployment in Bahati Sub-County.

4.6.3 Influence of Family Structure

Another social issue who influence on youth unemployment was considered is family structure. To assess this issue, the surveyed youth were asked to indicate the structure that best describes the families that they were living in when growing up. Results are presented in Figure 4.7.

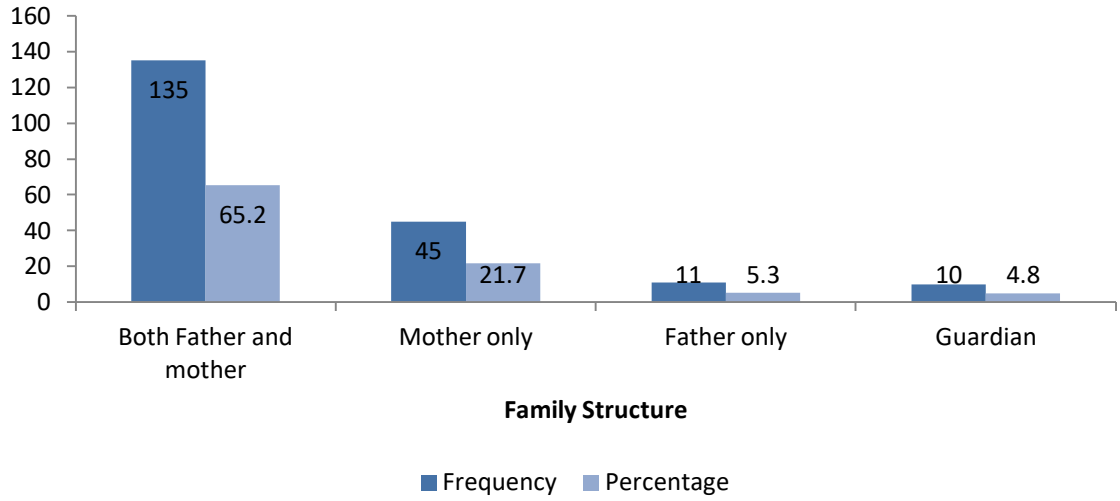


Figure 4.7: Distribution of Respondents by Family Structure
Source: Field Data (2019)

A total of 201 individuals responded to this question. As Figure 4.7 demonstrates, the majority of the respondents (65.2%) said that they were raised by both father and mother. This proportion is a bit higher than the national prevalence which the 2014 KDHS estimated that 55% all children in Kenya live with both biological fathers (Kenya National Bureau of Statistics, 2015). However, the 2014 KDHS figure did not include children who had both biological parents but one parent was working away from home hence the low proportion. Children growing in such arrangements were estimated to be 12.8% of the total population in the 2014 KDHS thus bring the total proportion of children with both biological parents to 67.8%.

Figure 4.7 also shows that 21.7% of the respondents were raised by their mothers only while 5.3% said that they grew up with the father only. This finding brings the proportion of children who were raised in single parent households to 27%. This figure is also slightly lower than the national average estimated at 32.2% of all household in the 2014 KDHS (Kenya National Bureau of Statistics, 2015). About 4.8% of the respondents said that they grew up with guardians. To assess the influence of family structure on youth unemployment, data on youth employment status was cross-tabulated with data on family structure. Results are presented in Table 4.16.

Table 4.16: Cross-Tabulation of Youth Employment Status and Family Structure

		Employment Status		
		Unemployed	Employed	Total
Family structure	Bother father and mother	20 (14.8%)	115 (85.2%)	135 (100%)
	Mother only	8 (17.8%)	37 (82.2%)	45 (100%)
	Father only	0 (0.0%)	11 (100%)	11 (100%)
	Guardian	3 (30.0%)	7 (70.0%)	10 (100%)
Total		**31 (15.4%)**	**170 (84.6%)**	**201 (100%)**
Chi-square $X^2 = 3.864$, d.f. = 3, sig. = 0.026				

Source: Field Data (2019)

Results in Table 4.16 reveal that youth unemployment rate was highest among respondents who were raised by guardians (30%) and lowest among respondents were raised by father only (0%). Unemployment rate was also relatively low among respondents who were raised by both parents. This findings suggest that being raised by father only and being raised by both father and mother reduces the probability of being unemployed during the youthful years. The chi-square test indicates that differences observed in unemployment rate across the various family structures are statistically significant (X2 = 3.864, p= 0.026). This implies that family structure has a statistically significant influence on youth unemployment rate in Bahati Sub-County.

According to Chuoudhury and Broman (2016), the relationship between family structure and youth unemployment is mediated by socioeconomic status. Dual parents' families are often characterized by high SES especially where both parents are working. Chuoudhury and Broman (2016) also found that single parent families that are led by father only are also characterized by high SES. The SES of the family in turn influences the quality of education that offspring get and consequently their human capital. This issue was also brought out by the qualitative data. When asked to state some of the reason that barred them from realizing their dream careers, one of the respondents narrated that:

> *"I did not realize my dream career because we were poor. I was raised by a single parent. Life was not easy as we had to struggle even to get basic things such as food. I complete my basic education with a lot of difficulties but could not proceed to college," (Robert, Field Data, 2019).*

4.6.4 Influence of Family Size

The final social background factor that was examined was family size. The surveyed youth were asked to indicate the total number of members that were in the family that they up in including themselves, parents/ guardians, and siblings. Results are presented in Figure 4.8.

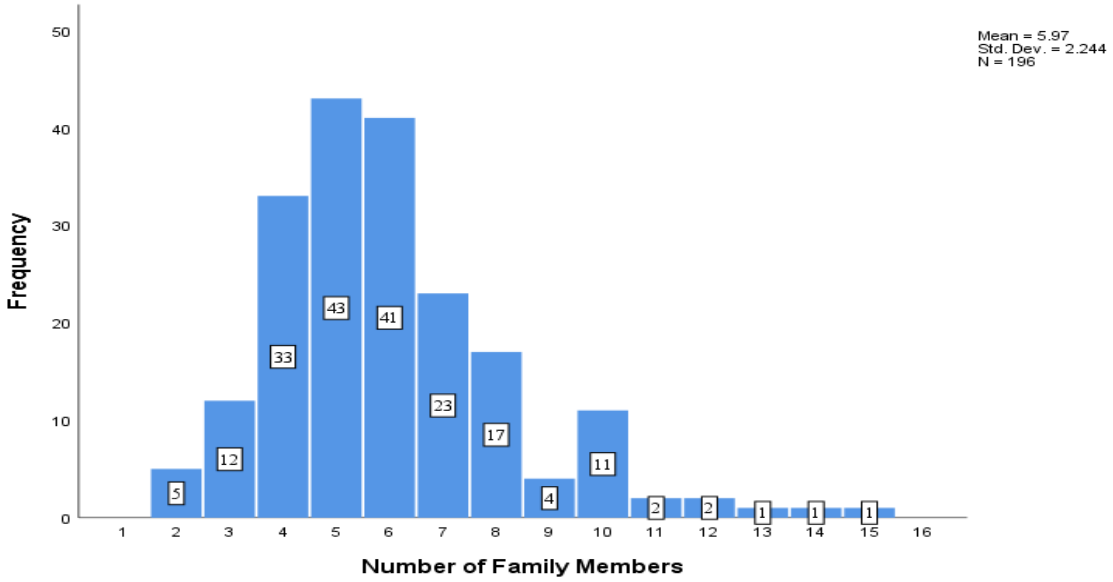


Figure 4.8: Distribution of Respondents by Number of Family Members
Source: Field Data (2019)

Figure 4.8 indicate that a total of 196 individuals responded to this question. The respondents' families had an average of 5.97 members, which are approximately 6 members. This family size is a bit larger than the average family size in the country which was estimated at 4.4 members in the 2014 KDHS (Kenya National Bureau of Statistics, 2015). This implies that families in Bahati are larger than the average family in the country. The smallest families (which were five in number) had 2 members each while the largest family (only one) had 15 members. Most of the respondents (43) grew up a in a family of 5 while 41 respondents were raised in a family of 6 members. The independent sample t-test was used to assess the influence of family size on youth unemployment in the study area. Results are presented in Table 4.17.

Table 4.17: Mean Difference in Family Size of Employed and Unemployed Youth

Employment Status	N	Mean	Mean Difference	t	Sig.
Employed	31	4.98	1.577	3.315	0.019
Unemployed	165	6.56			
Total	**196**	**5.97**			

Source: Field Data (2019)

The independent sample t-test compared the average family size for employed and unemployed youths. Results in Table 4.17 show that employed youth came from relatively smaller families with an average of 4.98 members than their unemployed counterparts whose families had an average of 6.56 members. The difference in average family size was 1.577. The independent sample t-test showed that this difference is statistically significant (t= 3.315, p= 0.019). These findings led to the conclusion that family size has a statistically significant influence on youth unemployment in Bahati Sub-County. Youth from larger family are more likely to be unemployed than their counterparts from smaller families.

Family size can affect youth unemployment through various pathways. The first pathway is by affecting the youth access to education. Large families are usually characterized by low per capita resources as many members share the few family resources (Martereto &Souza, 2012). Such a scenario is particularly true where most of the household members are not working and thus are dependent on the resources earned by a few of the family members. The link between family size and youth access to education was captured in the qualitative data where one of the respondents described that:

> *"I did not accomplish my career objective because I was forced to terminate my education after completing secondary school so as my parent can educate my siblings. I am the first born in a family of six," (Anderson, Field Data, 2019).*

Another respondent described that;

> *"I come from a large family: I have three brothers and two sisters. Our parents could not afford to pay for our education up to college. I had to look for a job to support my siblings after completing form four," (Jennifer, Field Data, 2019).*

The second pathway is by shaping the youth career and life aspirations. According to Kibiru *et al.*, (2013) there is a strong association between family size and parent education. Large families are more likely to have parents with low levels of education. Low parental education in turn shapes the children career and life aspirations as they transition into adulthood.

4.7 Influence of Youths' Attitude towards Work on Youth Unemployment

The final objective of the study was to examine the influence of attitude towards work on youth unemployment in Bahati Sub-County. Several issues were interrogated under this objective including the youths' dreams and inspirations, factors that they consider when searching for employment, wage expectations, career planning, and attitude toward entrepreneurship.

4.7.1 Youth's Dream and Aspirations

The study sought to determine the dreams and aspirations of the majority of youths in Bahati Sub-County. Respondents were asked to state what their dreams and career aspiration were when growing up. Results are summarized in Figure 4.9.

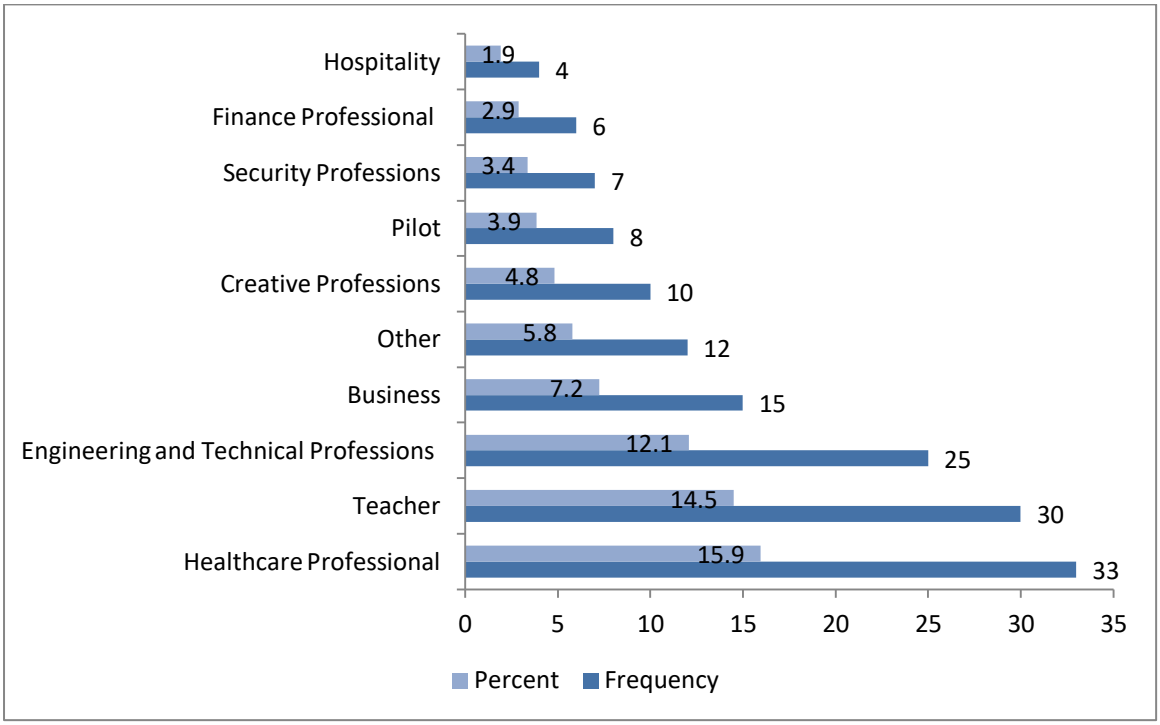


Figure 4.9: Career aspirations mentioned by Respondents
Source: Field Data

As Figure 4.9 illustrates, the largest segment of youth were interested in the traditional careers in the healthcare and teaching disciplines. About 15.9% of respondents wished to be in the healthcare profession working in various areas such as medicine, nursing, and pharmacy. About 14.5% of the respondents wanted to be teachers. These findings underpins the study by Mugambi et al. (2014), who observed that the Kenyan education system has for a long time prioritized the development of white collar job skills. Little effort has been directed towards promoting technical and entrepreneurial skills. As a result, the majority of youth are forced to compete for the few white collar jobs that exist in the country yet opportunity exists in technical and business sectors. The findings also echo the study by Omolo (2012), who noted that the 8-4-4 system utilized traditional teaching approaches such as lectures, reading, recitation, and memorizing. These teaching methods create graduates who have significant gaps in practical and entrepreneurial skills.

About 12.1% of the respondents were interested in working in engineering and other technical professions such as mechanic and electrical. This findings suggesting that youths are beginning to recognize and appreciate the opportunities provided by technical and vocational careers. Mugambi et al. (2014) found that most of the work available in local economies is informal and in underdeveloped industries. On the other hand, many youths in Kenya prefers white collar jobs and have a negative attitude towards informal employment. Current finding suggest that the situation is gradually changing in Bahati Sub-County as the proportion of youths opting for technical and vocational careers is on the increase.

About 7.2% of the respondents said that they aspired to go into business. When compared to the earlier finding that showed that 32.9% of employed youth in Bahati Sub-County are in self-employment, this finding suggest that a good number of youths are in self-employment as fall-back option for the lack of employment opportunity in their preferred career choice. This finding reinforces earlier studies such as Mugambi et al. (2014) and Mutua et al. (2017), who found that the great emphasis on white collar job in Kenya has barred youth from developing an entrepreneurial culture.

About 5.8% of the respondent mentioned other professions such as law, journalism, and human resource management while 4.8% wanted careers in creative arts such music and modelling. Surprisingly, no youth mention that he or she was interested in developing a career in farming despite the area suitability to agribusiness due to favourable weather

and market availability. This finding reinforces the study by Mutua et al. (2017) who also noted that the 'white-collar curse' was deeply entrenched in Kenya's young population. Most youths are migrating from rural areas where there are major opportunities in agriculture into urban areas to look for jobs. Respondents were asked whether they were able to realize their career aspirations. Results are presented in Figure 4.10.

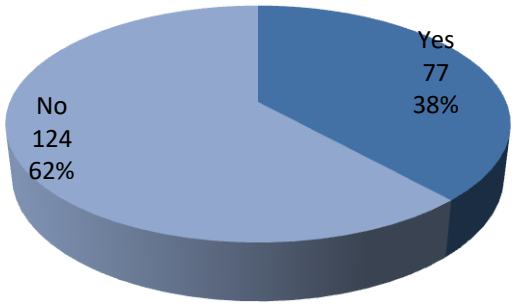


Figure 4.10: Whether Respondent is in Dream Career
Source: Field Data (2019)

Figure 4.10 illustrates that the majority of the respondents (62%) said that they were not in their dream careers. This implies that the vast majority of the youth are did not end up in career that the aspired to be. This situation can largely be attributed to the misalignment between the youths' childhood aspiration and the realities in the labour market. Earlier finding showed that most of the youth aspired to be in white collar professions, which have limited opportunities in the Kenyan labour market. This situation is however not unique to Kenya as Hart (2016) found that the aspirations of two out of five young persons in the UK were unrealistic. The study also found that young persons from socioeconomically disadvantaged backgrounds were two times more likely to have unrealistic aspirations when compared to their counterparts from high socioeconomic backgrounds. The study by Kabiru *et al.* (2013) also found that majority of youths in Kenya slums had high life aspirations that include owning a home, taking care of parents during old age, and financial stability. A majority of these youths are however compelled to realign these aspiration with reality by transitioning from school to work early and accepting menial jobs such as collecting plastics. Others turn to delinquency as a strategy of pursuing their aspirations.

Respondents were asked to state some of the reasons that barred them from achieving their career aspirations. The most common themes that emerged from the responses include lack of fees, lack of capital, and failing to attain the required grades. One of the respondents explained that:

> *"I wanted to be a doctor, but I did not get the grade needed to pursue medicine. I was forced to undertake a degree program that was not even among the choices that I had selected," (Isaac, Field Data, 2019).*

This finding showcases how the education system can also act as a barrier to the realization of youth's career aspiration. There are many youth who do not get the opportunity to pursue their dream careers because the cause selection is dictated by existing systems. Another respondent narrated that:

> *"I wanted to be an engineer, but my teachers in high school denied me the opportunity to enrol for subjects that would enable me to pursue engineering. The directed me towards humanity courses and told that these will give a higher chance of passing the KCSE examination," (Fredrick, Field Data, 2019)*

4.7.2 Factors that Youth Consider when Searching for Employment

The second issue that the study interrogated are the factors that youths in Bahati Sub-County consider when search for employment. The sampled youths were provided a list of factors and asked to indicate whether it was an important consideration to them or not. Results are presented in Table 4.18.

Table 4.18: Number and Percent of Respondents who consider each Factor

Factor	No. of Respondent	% of Respondents
Wages offered	164	82.0
Work matches qualification	76	38.0
Location of job	86	41.5
Number of work hours	72	34.8
Contract length	90	45.0
Possibility of advancement	90	45.0

Source: Field Data

A total of 200 individual responded to this question. As displayed in Table 4.18, the majority of the respondents (82.0%) reported that wage was an important consideration

when looking for employment. This implies that earning a good income is the number one priority for the majority of youths in Bahati Sub-County. About 45% of the respondents said that contract length was an important consideration meaning that they give priority to the stability of the career. Another 45% of the respondents said that possibility of advancement is an important consideration when searching for career opportunity. This category of youths is mainly interested in growing their career and developing themselves.

About 41.5% said that the location of the job is an important consideration meaning that they would not consider an opportunity that may arise in geographical areas that they consider unsuitable. About 38% said that they consider whether the opportunity that has arisen matches their qualifications. This means that they would not consider taking a career opportunity that is outside their area of training or that is require low level skills. About 34% said that number of work hours is an important consideration meaning that they would not consider opportunities that require them to work below and beyond certain hours. The cross-tabulation method was used to examine the influence of these factors on youth unemployment. Results are presented in Table 4.19

Table 4.19: Cross Tabulation of Youth Employment Status and Factors Considered

Factor	Category	Unemployed n (%)	Employed n (%)	X^2	p-value
Wages Offered	No	10 (27.8)	72.2 (56.7)	5.053	0.025
	Yes	21 (12.8)	143 (87.2)		
Job Matches Qualification	No	17 (13.8)	106 (87.2)	0.688	0.407
	Yes	14 (18.2)	63 (81.8)		
Location of Job	No	20 (17.5)	94 (82.5)	0.846	0.358
	Yes	11 (12.8)	75 (87.2)		
Number of Work Hours	No	23 (18.1)	104 (81.9)	1.712	0.191
	Yes	8 (11.1)	64 (88.9)		
Contract Length	No	25 (22.7)	85 (77.3)	9.749	0.002
	Yes	6 (6.7)	84 (93.3)		
Possibility for Advancement	Yes	21 (19.1)	89 (80.9)	2.407	0.121
	No	10 (11.1)	80 (88.9)		

Source: Field Data (2019)

From Table 4.19, only wages offered (X^2 = 5.053, 0.025) and contract length (X^2 = 9.749, 0.002) had statistically significant association with youth employment status. In wages offered, unemployment rate was highest among youth who said that they do not consider the wage offered (27.8%) than among youths who said they considered this factor (12.8%). This probably shows that it is the employment status of the youth that is influencing their consideration of wage rather and not wage consideration influencing the employment status of the youth. Youth who are already in employment have greater latitude to decide what wage they are willing to accept from a new career opportunity than those who are not in employment. To further explore the issue of wage, the sampled youth were asked whether there have a wage amount in mind below which they would not be willing to venture into a given job or income generating opportunity. Results are summarized in Figure 4.11.

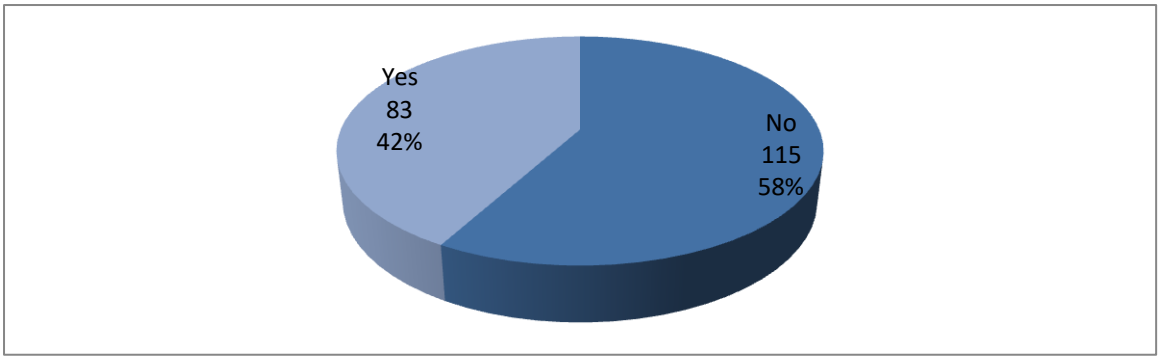


Figure 4.11: Whether respondent has a minimum Wage Expectation
Source: Field Data (2019)

Figure 4.11 illustrates that the majority of the respondents (58%) had not set a minimum wage expectation below which they would reject an opportunity. The 42% who reported having a minimum wage expectation were asked to state their minimal amount. The amount ranged from a minimum of Kshs. 2000 to a maximum of Kshs. 100,000. The average amount was 18,315.79. This information is summarized in Table 4.12.

Table 4.20: Minimum Wage amount for a Section of Respondents

Statistic	Value
N	83
Mean	18315.79
Minimum	2000
Maximum	100000

Source: Field Data (2019)

A similar case is also noted in the contract length factor. Unemployment rate was highest among respondents who said that they do not consider this factor (22.7%) than among the youth who said that this factor was a priority (6.7%). This also means that it is the employment status of the youth that is influencing their consideration of this factor rather that this factor influencing the employment status of the youth. Just like in wages offered, employed youth have greater leeway to be selective of job opportunity based the contract length.

4.7.3 Career Planning

The next issue that was considered was career planning. The study sought to assess the extent to which youths in Bahati Sub-County plan for their careers and how it influences their employment status. Respondents were asked to indicate whether they have ever made any step to plan for a career or business. Their responses are summarized in Figure 4.12.

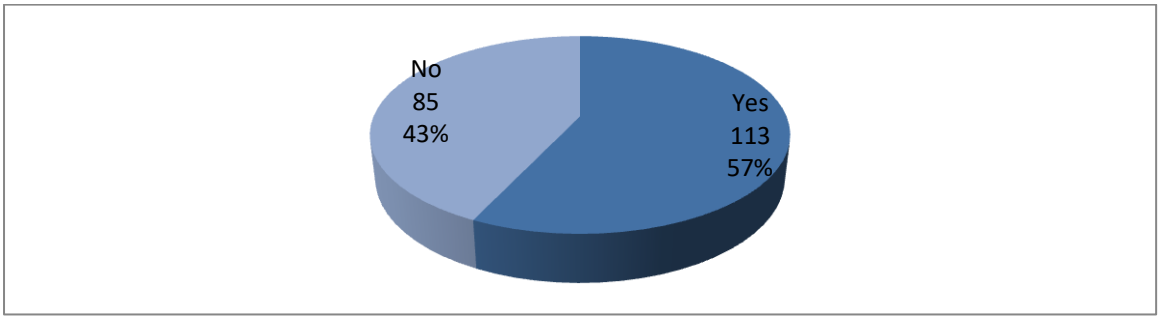


Figure 4.12: Whether respondent has a Career Plan
Source: Field Data

Figure 4.12 shows that 57% of the respondents said that they had made steps to plan for their careers or business while 43% said that they had not made any step. As Polvere and Lim (2015) explained, good career planning helps an individual to effectively transition from school to professional life. It enable an individual to develop realistic goals, access resources need to actualize the goals, implementing actions needed to achieve the goal, and monitor progress and correct deviations. Respondents were asked to mention some of the steps they had taken to develop their careers. Figure 4.13 summarizes the most prominent themes.

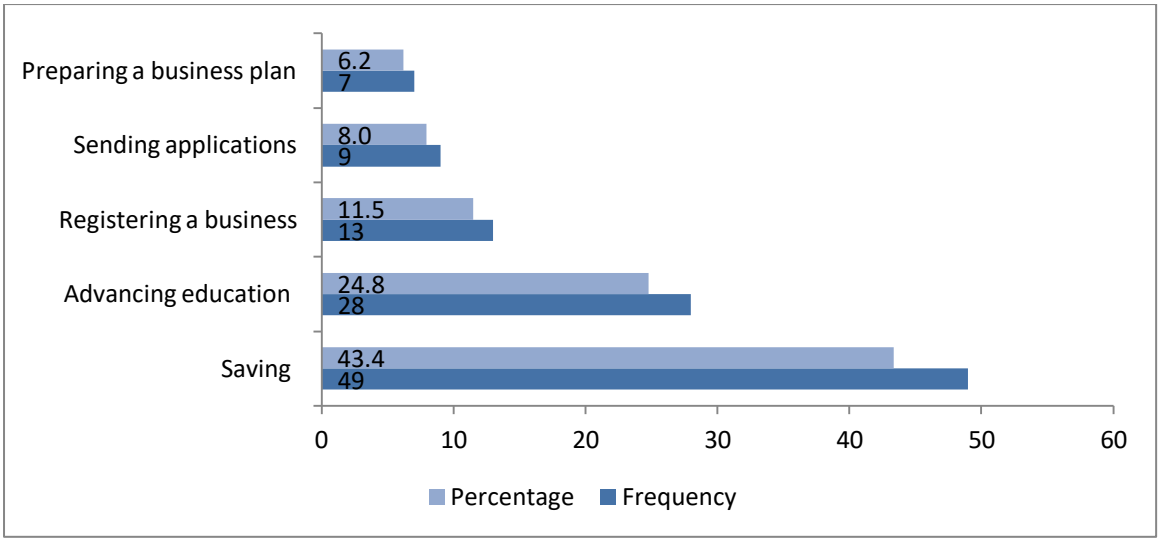


Figure 4.13: Steps made by Respondents to advance Careers.
Source: Field Data (2019)

A total of 113 individuals responded to this question. As Figure 4.13 exemplifies, 43.4% of the respondents said that they were saving some money in order to start a business, expand their current business, or go back to school to pursue a programme of their choice. About 24.8% of the respondents said that they had gone back to school to advance their studies. Some reported that they had registered to some part-time classes so as they can be able to study and work at the same time. One of the respondents recited that:

> *"I have been saving part of the money that I get through my current job so as I can join college. I intend to begin part-time classes next year," (Susan, Field Data, 2019).*

About 11.5% of the respondents said that they had registered a business in preparation to start their ventures while 6.2% said that they had prepared a business plan. These findings suggest that there is a large proportion of youths who are preparing to venture into self-employment. About 8% of the respondents said that they were actively sending job applications. The influence of career planning on youth unemployment was examined by cross-tabulating the youth employment status data and career planning data. Results are presented in Table 4.21.

Table 4.21: Cross-Tabulation of Youth Employment Status and Career Planning

		Employment Status		
		Unemployed	Employed	Total
Made steps to Plan Career	No	25 (29.4%)	60 (70.6%)	85 (100%)
	Yes	15 (13.3%)	98 (86.7%)	113 (100%)
Total		40 (20.2)	158 (79.8%)	198 (100%)
Chi-square $X^2 = 3.721$, d.f. = 1, sig. = 0.023				

Source: Field Data (2019)

Table 4.21 illustrates that unemployment rate was highest among youths who had not made any career plan at 29.4% as opposed to an unemployment rate of 13.3% among youths who had made career plans. The chi-square test showed that this difference in unemployment rate is statistically significant (X2 = 3.721, sig. = 0.023). This finding led to the conclusion that career planning has a negative influence on youth unemployment in Bahati Sub-County. This means that youth who plan for their career are less likely to be employed as opposed to those who do not plan their career.

4.7.4 Mentoring Effects

Another issue that was considered was effect of mentorship on youth unemployment. The study sought to establish the extent to which youth in the study area go for mentorship and the influence of the mentorship on their employment status. The surveyed youths were asked to indicate whether they usually seek advice from person already working in the job or business that they are interested in. Their responses are summarized in Figure 4.14.

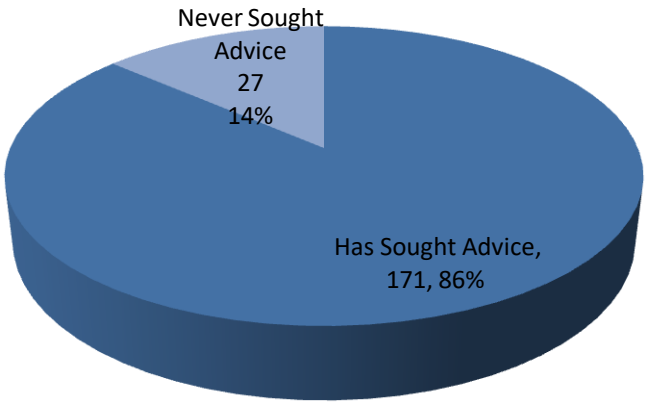


Figure 4.14: Distribution of Respondents based on Career Advice Seeking
Source: Field Data (2019)

Figure 4.14 shows that the majority of the respondents 86% said that they have sought advice from persons who is already in the job or business that they are interested in. In a subsequent question, the 86% of the respondent mentioned that they have engaged different persons for career advice including their parents, teachers, and prominent business person in their neighbourhood among others. When asked to state how the advice has helped them, one of the respondents explained that:

> *"The advice I received was very helpful in enabling me to settle into business. My mentor helped know where to get supplies at the best rates, the equipment that are necessary for the business, and the type of products to stock," (Boniface, Field Data, 2019).*

Another female respondent expressed that:

> *"My mother is my main mentor as she is also a nurse. She played a big role in helping me to join this profession. She advised me on the subjects to focus on in high school. She also advised me to get an internship at her workplace after completing my diploma so as to get the work experience and increase my opportunity of landing a job." (Rose, Field Data, 2019).*

To examine the effect of mentorship on youth unemployment, data on career advice seeking was cross-tabulated with data on youth employment status. Results are presented in Table 4.22.

Table 4.22: Cross-Tabulation of Employment Status and Advice Seeking

		Employment Status		
		Unemployed	Employed	Total
Advice seeking	Never Sought Advice	7 (25.9%)	20 (74.1%)	27 (100%)
	Has Sought Advice	24 (14.0%)	147 (86.0%)	171 (100%)
Total		31 (15.7)	167 (84.3%)	198 (100%)
Chi-square $X^2 = 4.497$, d.f. = 1, sig. = 0.014				

Source: Field Data (2019)

Table 4.22 shows that unemployment rate was higher among youths who had never sought career advice at 25.9% as compared to an unemployment rate of 14.0% among youths who have sought career advice from people in the job or business that they are interested in. The chi-square test showed that the difference in unemployment status

observed between the two groups of youths is statistically significant (X2 = 4.497, sig=0.014). These findings lead to the conclusion that mentorship has a negative influence on youth unemployment in Bahati Sub-County. Instead, this factor acts as a protective factor against youth unemployment.

4.7.5 Attitude toward Entrepreneurship

The final variable that was considered under attitude towards work was the youth's attitude toward entrepreneurship. To assess youth attitude towards entrepreneurship, the sampled youth were asked to indicate whether they believe that the business environment had become so competitive making it difficult for youths to venture. Their views are summarized on Figure 4.15.

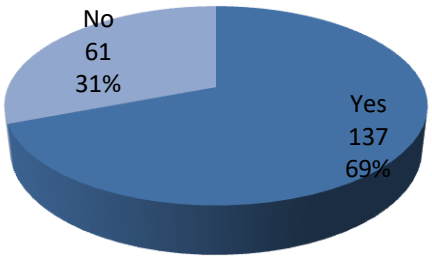


Figure 4.15: Respondents views on Whether Business Environment is Difficult for Youths
Source: Field Data (2019)

As Figure 4.15 shows that 69% of the 198 youths who respondents to this question felt that the business environment has become difficult for the youth to venture. This finding suggests that many youth are less likely to venture into business because they believe that the business environment is tough. To assess the influence of this entrepreneurship attitude, this data was cross-tabulated with the data on youth unemployment status. Results are presented in Table 4.23.

Table 4.23: Cross-Tabulation of Employment Status and Respondents Beliefs about the Business Environment

		Employment Status		
		Unemployed	Employed	Total
Business environment is difficult for youths	No	6 (9.8%)	55 (90.2%)	61 (100%)
	Yes	25 (18.2%)	112 (81.8%)	137 (100%)
Total		31 (15.7)	167 (84.3%)	198 (100%)
Chi-square $X^2 = 3.262$, d.f. = 1, sig. = 0.033				

Source: Field Data (2019)

Table 4.23 shows that unemployment rate was highest among youths who believed that the business environment was difficult at 18.2% as compared to an unemployment rate of 9.8% among youth who did not believe that the business environment was difficult for the youths. The chi-square test showed that the difference in unemployment rate between the two groups was statistically significant (X2 = 3.262, sig. = 0.033). These findings led to the conclusion that youths attitude towards entrepreneurship has a statistically significant influence on youth unemployment. Youths who have negative perception regarding the entrepreneurship environment are more likely to be unemployed that those who hold positive sentiments.

The perspective of youths who felt that the business environment in Kenya was not friendly to the youth were however not completely unfounded. A study by the World Bank (2011) found that Kenyan youth who opt to go into self-employment have to overcome the barrier of lack of capital access as most financial institutions are not willing to provide loans to young people due to their inexperience and lack of collateral. Very few of the young people have savings of their own and thus most are compelled to turn to their parents for financial assistance. This finding might also explain why unemployment is significantly associated with family wealth as well as parents' occupation. On the other hand, the study by Zollmann and Gubbins (2016) found that the biggest problem for small entrepreneurs in Kenya is market linkage. Most of the businesses deal with small customer volumes as well as customers with low purchasing power. Respondents who said that the business environment was difficult were asked to briefly state some of the issues that have made this environment unbearable for the youth. Figure 4.16 summarizes the major themes in the participants' responses.

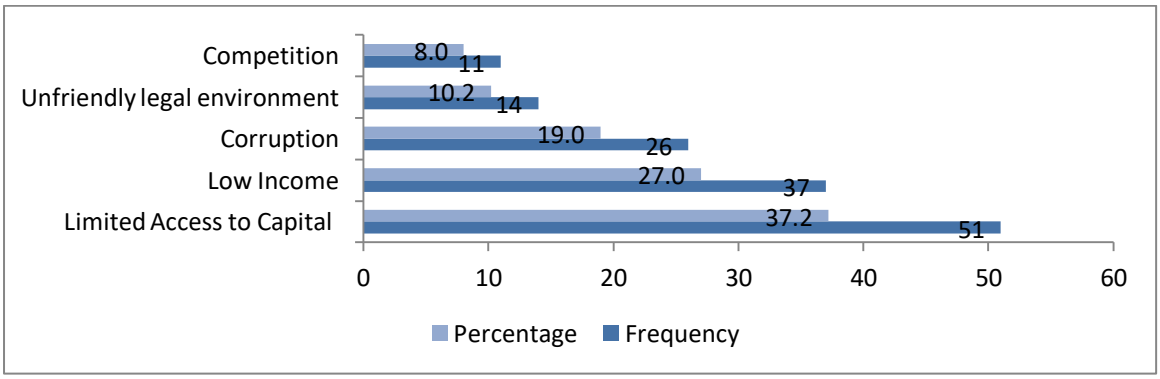


Figure 4.16: Factors that make the Business Environment difficult for Youths
Source: Field Data (2019)

Figure 4.16 shows that 37.2% of the respondents said that limited access to capital was among the factors that have made the business environment unbearable for the youth. About 27% of the respondents felt that most businesses generate low income that makes it impossible for youths to make ends meet. Another 19% of the respondents felt corruption was the biggest obstacle that the youth are facing in the business environment. One the respondents lamented that; "Government tenders are awarded to people who have been in the industry for long based on corruption." About 10.2% of the respondents felt that the business environment has been made difficult for youths by the unfriendly legal environment characterized by high taxes, numerous licences, and many regulations. About 8% of the respondents felts that the business environment had become difficult due to high competition. One of the respondents complained about competition from foreign nationals mainly from China who have been allowed to come into the country and venture into small businesses such as street vending.

4.8 Chapter Summary

This chapter has discussed how data was analysed as well as present and interpret these results. It has been found that unemployment among youths in Bahati Sub-County stands at 16%. Majority of the employed youths are in self-employment, work for an average of 42.87 hours a week, and have a median income of Kshs. 15,000 per month. Regarding influence of economic background, only fathers' occupation was found to have a statistical significant influence on youth unemployment. Regarding influence of social background, fathers and mother education level, family structure, and family size all had a statistically significant influence on youth unemployment. Attitude towards work variables that were found to have a significant influence on youth unemployment include career planning, mentoring, and attitude towards entrepreneurship.

CHAPTER FIVE
SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

5.1 Introduction

The purpose of this study was to investigate the determinants of youth unemployment in Bahati Sub-County. This chapter presents a summary of key findings, conclusions, and recommendations.

5.2 Summary of Key Findings

Out of 245 questionnaires that were distributed, 207 were dully completed translating to response rate of 84.5%. The sample was representative in terms of gender, age, and level of education. The following the key findings of the study.

5.2.1 Youth Employment Status in Bahati Sub-County

Findings revealed that 16% of youths in Bahati Sub-County were unemployed. The largest segment of the employed youth were self-employed while about one third where in long-term employment. Among the employed youth, a significant proportion is underemployed as they were in occupations that demanded less than optimal working hours per week, did not make optimal use of their skills, or paid them low.

5.2.2 Influence of Economic Background on Youth Unemployment

The first objective of the study was to examine the influence of economic background on unemployment among the youths. Three economic issues were considered namely: family wealth, father occupation, and mother occupation. Findings revealed that the largest segment of the youth were raised in low wealth families and had their mother and father working as farmers. Only father occupation was found to have a statistically significant effect on youth unemployment. It was found that youths whose fathers were unemployed or whose father were farmers were more likely to be unemployed. Unemployment among youths in these two categories was higher that the overall unemployment rate in Bahati Sub-County.

5.2.3 Influence of Social Background on Youth Unemployment

The second objective of the study was to assess the influence of social background on youth unemployment. Four social issues were examined: father education level, mother education, family structure, and family size. Findings revealed that the majority of the youth had highly educated parents. The majority of the youth were also raised in dual-parent families and in families of 5.97 members. All the four social factors were found to have a statistically significant influence on youth unemployment. Youths whose fathers and mothers had low level of education, raise by guardians or single mothers, and grew up in relatively large families were more likely to be unemployed.

5.3.4 Influence of Youths' Attitude towards Work on Youth Unemployment

The third objective of the study was to evaluate the influence of attitude towards work on youth unemployment. Five issues relating to this objective were examined: career aspirations, factor considered when searching for employment, career planning, mentorship, and attitude towards entrepreneurship. Findings showed that the largest segment of the youth aspired to work in tradition white collar profession such as teaching and nursing. The majority mentioned that wage was an important considering when assessing an employment opportunity. Most of the sampled youths also reported that they had done some career planning. Career planning, mentorship, and attitude towards entrepreneurship had a statistically significant effect on youth unemployment. Youths who did not have a career plan, had not sought any career advice, and felt the business environment is unfriendly to the youth were more likely to be unemployed.

5.2 Conclusions of the Study

Based on the findings, the study concludes that father occupation is a significant economic determinant of unemployment among the youths in Bahati Sub-County. On the other hand, mother occupation and family wealth are not significant determinant of youth unemployment with the study area.

Regarding social background, the study concludes that father education, mother education, family structure, and family size are significant social determinants of youth unemployment in Bahati Sub-County

Relating to attitude towards work, the study concludes that career planning, mentorship, and attitude towards entrepreneurship are significant determinant of youth unemployment in Bahati Sub-County. Career aspirations and considerations that the youth make when evaluating an employment opportunity do not a have significant effect on unemployment.

5.3 Recommendations of the Study

On economic background, findings have shown that youths whose fathers are unemployed or working in unfavourable conditions are more likely to be unemployed. The explanation given is that fathers' occupation affects the SES wellbeing as well as career aspiration of youths. To promote youth employment, there is a need for policy makers to develop welfare programmes that support families whose parents are unemployed or have low income. For instance, the policy makers can establish cash transfer programmes that target low income households and unemployed parents. Government and learning institutions should also introduce career planning programme that seek to shape the aspirations of the youth.

Regarding social background, findings show that mother and father education influence youth unemployment mainly by influencing the youth access to education as well as their career aspirations. Programmes that seek to promote the socioeconomic wellbeing of poor households and that seek to guide youth in planning for their career will minimize the negative effect of parents' education. These programmes will also minimize the negative effect of family structure and family size. Particularly, welfare programmes should be directed to single-mother families, families were children are raise by guardians, and large families. Example of welfare programmes that may help alleviate this problem is cash transfer for low income families.

Relating to attitude towards work, government and learning institutions should develop/ strengthen career guidance and planning programme as finding have shown that career planning has significant effect on unemployment. Government should also fast track and strength the implementation of the Apprenticeship programme that sought to provide paid internship to youths. This policy is supported by the finding that mentorship has a significant effect on youth unemployment. Lastly, the government should address issues that make entrepreneurship unattractive to the youth particularly the low access to capital, low market linkages leading to low income, corruption, and unfriendly legal framework.

Programmes such as Youth Enterprise Development Fund and Uwezo Fund should be streamlined and strengthened so as to ensure that they reach a wide number of youths. The government should also promote transparency in government procurement processes so as to enable more youths to benefits from procurement quota set aside for women, youths, and persons with disabilities. The government should also eliminate barriers such as the number of licences required to operate a business and the amount taxes charged on entrepreneurs.

5.4 Areas for Further Research

The current finding was limited to unemployment among the youth in Bahati Sub-County. Future studies should consider exploring these factors in a different sub-county particularly those located in a complete rural set-up. The current study also focused on three supply side factors namely economic background, social background, and attitude towards work. These factors are not comprehensive as there are many other supply side factors that have the potential to influence youth unemployment. Future studies should explore other factors.

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APPENDICES

Appendix I: Research Questionnaires

My name is Margaret Nyambura, a student at St Paul's University. I am conducting a research on DETERMINANTS OF YOUTH UNEMPLOYMENT IN BAHATI SUB-COUNTY. This questionnaire is for the determination of the research only; the gathered information shall be preserved with outmost confidentially. Please answer all questions provided as honestly as possible, to the best of your knowledge. Circle the response that best suits your view….

Questionnaire No: _____ **Ward:_____**

No.	Filters and Questions	Coding Categories	Codes
Background Section			
01	Gender	Male ……	1
		Female …….	2
02	What is your age		
03	What is your highest level of education	No education ……...	1
		Primary ……...	2
		Secondary ……...	3
		Diploma ……...	4
		University Degree ……..	5
04	Have you been trained in any short skill, seminar, or vocation course?	Yes ……	1
		No ……. …….	2
05	Who did you live with while growing up?	Both father and mother ……...	1
		Mother only …….	2
		Father only …….	3
		Guardian …….	4
		Others (please specify)	
Employment Section			
06	Are you employed or engaged in any income generating activity? (**If Yes go to question 7, and if No go to question 11)**	Yes ……..	1
		No ……	2
07	Which of the following activities best describe what you do?	Work for wage on part-time ……	1
		Work for salary on full-time ……	2
		Self- employed …….	3
		Family business/ farm/ …….	4
		Others (Please specify)	5
08	How many hours do you work in a week?		
09	Does your current job make the best use of skills and competencies?	Yes …….	1
		No …….	2
10	On average, what is your total		

	income from work per month?		
Economic Status Section			
11	Please state whether you owned the following in the household you grew up in (Tick all that apply)	A house …… A vehicle …… Indoor bathroom …….. Microwave oven …… ….. Refrigerator ……... Television ……	
12	What is the occupation of your mother?	No economic activity …….. Farming …….. Casual Employment ……. Long-term employment ……. Artisan (mason, tailoring) ……. Business …….. Not Applicable ……	1 2 3 4 5 6 7
13	What is the occupation of your father?	No economic activity ……. Farming …… Casual Employment ……. Long-term employment ……. Artisan (mason, tailoring) ……. Business …… Not Applicable ……..	1 2 3 4 5 6 7
14	What is the occupation of your guardian?	No economic activity ……. Farming ……. Casual Employment …… Long-term employment ……. Artisan (mason, tailoring) ……. Business ……. Not Applicable ……..	1 2 3 4 5 6 7
15	In your opinion, how has your childhood economic background affected your current affected your current employment status		
Household social status			
16	What is the education level of your mother?	No formal education ……. Primary Education ……. Secondary education ……. College education and above …… Not applicable …….	1 2 3 4 5
17	What is the education level of your father?	No formal education ……. Primary Education …… Secondary education ……. College education and above …… Not applicable ……	1 2 3 4 5

18	What is the education level of your legal guardian (for youths whose parents are not present)?	No formal education ……. Primary Education ……... Secondary education …….. College education and above……. Not applicable ……	1 2 3 4 5
19	How many members were there in the family that you grew up in (including you, parents/ guardians, and siblings)?		
20	How have the social issues described in this section (parent education and family size) affected your current employment status?		
Attitude Towards Work			
21 (a)	What were your dreams/ career aspirations when growing up?		
(b)	Are you in your dream job/ careers?	Yes ……. No …….	1 2
(c)	If No in 21 (b), what reasons do you think have hindered you from attaining your dream career.		
22 (a)	Have you ever refused a job that was offered to you?	Yes …… No ……	1 2
(b)	If yes in 22 (a), please explain briefly why you refused the job in 15(a) above.		
23	What factors do you consider when searching for employment? (tick all that apply)	Wages offered ……. Work matches qualification …… Location of job ……. Number of work hours ……. Contract length ……. Possibilities of advancement …… Others (Please specify) _____	1 2 3 4 5 6

24 (a)	Is there a minimum level of wage per month below which you would not accept a job?	Yes …….. No ……	1 2
(b)	If yes in 24 (a) above, please specify the amount of wage per month below which you would not accept a job		
25 (a)	Have you made any steps to plan for your career or business?	Yes …… No ……	1 2
(b)	If yes in 25(a) above, please elaborate the plans you have made.		
26 (a)	Have you ever sought advice from a person already working in a job/ business that you are interested in?	Yes …… No ……	1 2
(b)	Please briefly state the persons that you have engaged for mentorship and advice		
(c)	How has the advice sought in 26 (a) helped you in your career.		
27 (a)	Do you believe that the business environment has become so competitive making it difficult for youths like you to thrive?	Yes …… No ……..	1 2
(b)	If yes in 27 (a) what are some of the things that you feel have made the business environment so challenging for you?		

Appendix II: Research Authorization Letter from St Paul's University

ST. PAUL'S UNIVERSITY

Private Bag 00217 LIMURU, KENYA
Email: postgraduatestudies@spu.ac.ke
Website: www.spu.ac.ke

Tel Office: +254 (0) 20-2020505/10
Mobile: +254 (0) 728-669000
(0) 728-062420
(0) 736-424440

BOARD OF POSTGRADUATE STUDIES

National Commission for Science, Technology and Innovation
Off Waiyaki Way, Upper Kabete
P.O Box 30623, 00100
Nairobi, KENYA.

Dear Sir/Madam,

RE: MARGARET NYAMBURA KARIUKI- MDSNKR507316

This is to confirm that the above named is a final year student of St. Paul's University registered for Master of Development Studies.

The final year consists of a major research work leading to a dissertation comprising 20,000 words. The student's selected topic is:

DETERMINANTS OF UNEMPLOYMENT AMONG YOUTH IN BAHATI SUB-COUNTY

The research will take place in NAKURU County from March 2019 to May 2019.

Kindly grant the student the required permit.

Yours Faithfully,

Regina Ndinda
For: Dr. Sammy Githuku
Director, Postgraduate Studies

BOARD OF POSTGRADUATE STUDIES ST. PAUL'S UNIVERSITY 28 FEB 2019 KENYA TEL: 020 - 2020505 - 2020510 P.O. PRIVATE BAG - 00217 LIMURU.

Appendix III: Research Authorization Letter from NACOSTI

NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY AND INNOVATION

Telephone:+254-20-2213471,
2241349,3310571,2219420
Fax:+254-20-318245,318249
Email: dg@nacosti.go.ke
Website : www.nacosti.go.ke
When replying please quote

NACOSTI, Upper Kabete
Off Waiyaki Way
P.O. Box 30623-00100
NAIROBI-KENYA

Ref: No. **NACOSTI/P/19/35227/28672** Date **3rd April 2019**

Margaret Nyambura Kariuki
St. Pauls University
P.O. Private Bag - 00217
LIMURU.

RE: RESEARCH AUTHORIZATION

Following your application for authority to carry out research on ***"Determinants of unemployment among youth in Bahati Sub-County in Nakuru County."*** I am pleased to inform you that you have been authorized to undertake research in **Nakuru County** for the period ending **1st April, 2020.**

You are advised to report to **the County Commissioner and the County Director of Education, Nakuru County** before embarking on the research project.

Kindly note that, as an applicant who has been licensed under the Science, Technology and Innovation Act, 2013 to conduct research in Kenya, you shall deposit **a copy** of the final research report to the Commission within **one year** of completion. The soft copy of the same should be submitted through the Online Research Information System.

BONIFACE WANYAMA
FOR: DIRECTOR-GENERAL/CEO

Copy to:

The County Commissioner
Nakuru County.

The County Director of Education
Nakuru County.

National Commission for Science, Technology and Innovation is ISO9001:2008 Certified

Appendix IV: Research Authorization Letter from County Director of Education

MINISTRY OF EDUCATION

STATE DEPARTMENT OF EARLY LEARNING OF BASIC EDUCATION

Telegrams: "**EDUCATION**",
Telephone: **051-2216917**
When replying please quote

Ref.CDE/NKU/GEN/4/21/VOL.VIX/85

COUNTY DIRECTOR OF EDUCATION
NAKURU COUNTY
P. O. BOX 259,
NAKURU.

28TH May, 2019

TO WHOM IT MAY CONCERN

RE: RESEARCH AUTHORIZATION –MARGARET NYAMBURA KARIUKI
PERMIT NO. NACOSTI/P/19/35227/286772

Reference is made to the letter NACOSTI/P/19/35227/286772 dated 3rd April 2019.

Authority is hereby granted to the above named to carry out research on ***"Determinants of unemployment among youth in Bahati Nakuru North Sub-County in Nakuru County, Kenya"*** for a period ending 1st April, 2020.

Kindly accord her the necessary assistance.

For: COUNTY DIRECTOR OF EDUCATION
NAKURU COUNTY

Akoko Okayo
FOR: COUNTY DIRECTOR OF EDUCATION
NAKURU

Copy to:

- St. Pauls University
  P.O Private Bag - 00217
  LIMURU

Appendix V: Research Authorization Letter from Deputy County Commissioner

THE PRESIDENCY
MINISTRY OF INTERIOR AND
CO-ORDINATION OF NATIONAL GOVERNMENT

Telegram: "DISTRICTER" Nakuru
Telephone: Nakuru 051-2212515
When replying please quote

COUNTY COMMISSIONER
NAKURU COUNTY
P.O. BOX 81
NAKURU.

Ref No. CC.SR.EDU/12/1/2 VOL.IV/99

27th May, 2019

Deputy County Commissioner
NAKURU NORTH

RE:- RESEARCH AUTHORIZATION -MARGARET NYAMBURA KARIUKI

The above named student from St Pauls University has been authorized to carry out research on "***Determinants of unemployment among youth in Bahati Sub-County***" within Nakuru County for the period ending 1st April, 2020.

Please accord her all the necessary support to facilitate the success of her research

MARY W. MWANGI
FOR: COUNTY COMMISSIONER
NAKURU COUNTY