



**EFFECT OF GOVERNMENT STRUCTURAL POLICIES ON YOUTH EMPLOYMENT WITHIN PUBLIC
SECTOR IN KENYA: A CASE STUDY OF KENYA YOUTH EMPOWERMENT PROGRAMME**

TED M. ODHIAMBO

EFFECT OF GOVERNMENT STRUCTURAL POLICIES ON YOUTH EMPLOYMENT WITHIN PUBLIC SECTOR IN KENYA: A CASE STUDY OF KENYA YOUTH EMPOWERMENT PROGRAMME

Odhiambo T., Jomo Kenyatta University of Agriculture and Technology (JKUAT), Kenya

Wario, G., Jomo Kenyatta University of Agriculture and Technology (JKUAT), Kenya

Accepted May 5, 2015

ABSTRACT

Youth bulges have become a global phenomenon and Kenya is no exception to this trend. In Kenya today, the youth bulge presents a number of challenges for both the youth and the country. In Kenya today, the youth would be considered the most abundant asset and with current trends, will continue to be key resource for some time into the future. Engaging the youth population fully in activity of mutual benefit can no longer be ignored in the country's development agenda.

The Government of Kenya in the year 2007 developed a plan emphasizing the importance of a coordinated and multi-sectorial approach to addressing the problem of youth unemployment. In April 2009, the Kazi Kwa Vijana (KKV) was launched with the intention to employ 200,000 - 300,000 Kenyans, primarily the youth in rural and urban areas. To further strengthen the KKV programme, the government launched the Kenya Youth Empowerment Project (KYEP) in July 2010. The Kenya Youth Empowerment Program (KYEP) first component objective was to support the Government of Kenya's efforts to increase access to youth-targeted temporary employment in rural and urban areas by initiating labor-intensive public works projects implemented by different ministries.

The Kenya Youth Empowerment Program (KYEP) Component 2: Private Sector Internships and Training program (2010-2014) addressed issues raised by Kenyan employers, especially lack of skills and work experience for disadvantaged youth in Kenya. The Kenya Private Sector Alliance was the implementing partner for the programme that aimed to provide job training and internships to 10,000 youth who are aged between 15-29 years, have had a minimum of 8 years of schooling, are out of school for at least a year and are not working. The choice of internship duration as well as training type and delivery method was completely employer-driven, identifying skillset requirement and developing specific training plans. The internships were provided in the six sectors namely: Energy; Finance; Tourism; ICT; Manufacturing and MSE.

The researcher adopted a Case Study approach and examined data from various sources collected by the main participating partners of the KYEP, in order to answer the cause and effect questions.

Key Words: Government Structural policies, Youth Empowerment

INTRODUCTION

Background of the study

Unemployment has remained one of the major challenges in Kenya's socio-economic development process for most of the post-independence period. Unemployment Rate in Kenya as reported by the Kenya National Bureau of statistics was at about 40% of the general population in 2013. The United Nations Development Programme (2013) warn that such a percentage is relatively high for Kenya which has a large informal and traditional sector.

Youth unemployment has always been a major concern given the fact that only 11.4 million Kenyans have jobs. According to the Ministry of Labour, about 2.1 million work in the formal sector while the remaining 9.3 million are self-employed. The issue of unemployment is closely linked to the nature of education which is offered at all levels of education.

In Kenya, education has been seen to teach students how to pass exams and not how to become productive in their later lives, that is, learners are not equipped with functional skills for self-reliance. Report on Global Employment trends for youth (2013) show that the global youth unemployment rate was estimated at around 12.6 percent in 2013, which is close to the peak crisis- level unemployment. An estimated 73 million youth, aged 15 to 24 were unemployed in 2013. This unemployment crisis severely impacts on the competitiveness and social-economic growth prospects of nations at large. Businesses, societies and governments across the world must act together to address the challenge.

Governments across the world have acknowledged that the state of unemployment is a crisis and are intentionally working in various fora to find ways to

alleviate it. The scenario in Kenya is not any different, the unemployment challenge having grown over the years with the youth being the major casualty of consequences thereof.

Statement of the Problem

The population aged between 18 and 34 years, is defined by the National Youth Council Act of 2009 and the National Constitution of Kenya 2010, as youth. The Youth in Kenya today account for about 32 percent of the population or 9.1 million and forms 60 percent of the total labour force. Despite these numbers, opportunities are very scarce to absorb the youth in the job market. (National youth policy 2002). The economic growth rate has not been able to create sufficient employment opportunities that can absorb the ever increasing labour force, with only 25 percent getting employment and leaving 75 percent to bear the burden of unemployment. The Kenya National Bureau of Statistics reported that unemployment rate had averaged 22.43 Percent from 1999 until 2011, reaching an all-time high of 40 Percent in the year 2011.

Between 1963 and 2011, more than 17 types of policies had been implemented at one point or another, with employment as one key objective. Recently, The Sector Plan for Labour, Youth and Human Resource Development Sector (2008–2012) looked into unemployment as a structural issue, explicitly adding the youth dimension to this equation. During the last four decades, and in recognition of Kenya's unemployment difficulties, successive government administrations have assumed and prioritized employment creation as a core policy (Republic of Kenya, 1969; 1983; 2008b; 2008c). In recent times, policies aiming at youth employment have been in focus.

Important initiatives in this regard include the Sector Plan for Labour, Youth and Human Resource Development Sector (2008–2012) , the Kazi Kwa Vijana (KKV) programme and the Kenya youth empowerment programme(KYEP).

The Kenya Youth Empowerment Program (KYEP) second component involved private Sector Internships and Training program (2010-2014), focusing on issues raised by Kenyan employers, especially lack of skills and work experience for disadvantaged youth in Kenya. The Kenya Private Sector Alliance was selected as the programme implementer, aiming to provide job training and internships to 10,000 youth aged between 15-29 years

This study therefore endeavors to investigate the effects of Government structural policy on youth employment within public sector in Kenya, taking a case of Kenya youth empowerment programme and further inform future Government employment policies that are geared towards reducing unemployment among the youth in Kenya.

Objectives of the study

The objective of the study was to investigate the effect of Government policies on youth employment within the public sector in Kenya.

Hypothesis

Ho – Training and internship are significantly related to employment

Purpose of the study

The main purpose of this study was to generate and document information on the effect of Government structural policies on youth employment in Kenya.

Significance of the study

The economic growth rate has not created sufficient employment opportunities to absorb the increasing labour force even with several policies having been implemented over the years. This study will inform future Government employment policy formulation and strategic planning geared towards reducing unemployment among the youth in Kenya.

Scope of the study

Due to the various aspects that were initiated under KYEP, the study was limited to Youth Empowerment Project (KYEP) component 2, launched in 2010 by Kenyan government. The priorities of this project were to equip youth with relevant skills in order to get placement in growth areas identified in Kenya vision 20130. The KYEP component 2 was implemented in Nairobi, Kisumu and Mombasa.

Limitations of the study

KYEP was closely related to the KKV which raised a lot of political questions that may have led to many Government officers not releasing all information. Also to be noted is that the newly elected Government created new ministries and merged others thus some information was not readily available in part or whole.

LITERATURE REVIEW

Independent Variable: Government structural policies

The quick review of youth employment policies in Kenya indicates that recent policy interventions are, in general, in accordance with the accumulated experience of polices aimed at promoting youth employment across

developing countries (see Zepeda et al., 2012).

The Report of the Presidential Committee on Unemployment (1982/83) and the Sessional Paper No. 2 of 1985 on Unemployment, identified that the major causes of unemployment in Kenya include rapid growth of the labour force, low economic growth rate, job selectiveness, seasonality of some of the industries, skills imbalance, inappropriate technology and failure of development programmes to focus on areas with greater employment potential.

The KKV project component 1 was intended to cover water, irrigation, and forestry projects, to be executed by the Ministries of Water and Irrigation, and Forestry. These projects were expected to create about 60,000 jobs over the course of six months. Rehabilitation and construction of water pans, dams, water kiosks, irrigation canals and tree nurseries and forestation programs were to be amongst the projects under the first phase. Other phases of the KKV programme were to cover projects by the Ministries of Roads, Local Governments and Regional Development. In addition to new projects, ongoing projects were to be modified to increase their labor intensity, and, in addition, expanded to include new small scale projects. These projects were to be rolled out starting 1st of April 2009.

The Kenya Youth Empowerment Program (KYEP) second component involved private Sector Internships and Training program (2010-2014), focusing on issues raised by Kenyan employers, especially lack of skills and work experience for disadvantaged youth in Kenya. The Kenya Private Sector Alliance was selected as the programme implementer, aiming to provide job training and internships to 10,000 youth aged between 15-29 years.

The criteria for selection were that candidates were to have a minimum of 8 years of schooling, had been out of school for at least a year and not employed. The three services delivered through the intervention were creation of internships in the private sector, provision of training designed by employers relevant to the work experience and training of Master Craftsmen.

The choice of internship duration as well as training type and delivery method was completely employer-driven, the same employers through their sector organizations identifying their skill needs and developing specific training plans according to the type of skills required and lacking within the industry. The Training and Internships last for up to 6 months, with 50% of the internship being spent at the workplace, and 50% training with a third party training provider. The internships are provided in the six sectors for growth within Vision 2030 namely: Energy; Finance; Tourism; ICT; Manufacturing and MSE. Youth aged 15 – 17 years are only able to take up internships in the informal sector.

For Internship, there were three phases of the work place experience, the first taking six Weeks after Life Skills training. The second Work Place Experience took six Weeks while the third and final phase, took five Weeks after Core Business and Entrepreneurship Skills training. This final part replaced the previously proposed Sector Specific training.

Dependent variable: Youth Employment

Unemployment and underemployment have been identified as Kenya's most difficult and persistent problems (SP NO. 4 on employment policy and strategy for Kenya, 2013). 12.7% of the working age population is unemployed. About 67% of Kenya's unemployed are youth between 15 and 34 years of age

The unemployment rates for the 15-24 years age groups in 2009 were 14.2 percent. The initially very small formal sector has not increased quickly enough to absorb the majority of these entrants, nor has the informal sector been able to provide adequate incomes to the bulk of them. Accelerating growth will be part of the answer to this challenge, but more will need to be done. (Eduardo Zepeda et al, 2012)

Kenya country report for the 2014 ministerial conference on youth held in Abidjan, Côte d'Ivoire, 21-23 July, 2014 recorded that Youth aged between 15 and 34 years form 35% of the Kenyan population and have the highest unemployment rate of 67%. Over one million young people enter into the labour market annually without any skills, some having either dropped out of school or completed school and not enrolled in any college. A further 155,000 join the labour market annually after completing training in TVET or at the university. A total of over 1.3 million new employment places have to be created annually to meet this demand. It is also noted that, the skills acquired by the college and university graduates often do not meet the expectation of employers.

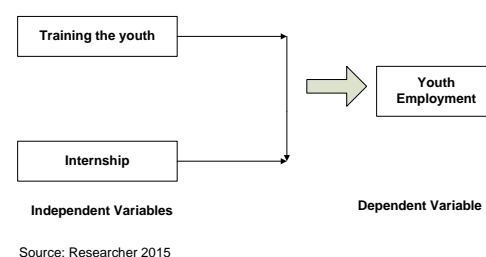
The Kenyan labour market is one that is characterized by inadequate employment opportunities against a large and growing population of unemployed people especially the youth. It is dual in nature, presenting a small formal sector alongside a large informal sector. Over the 30% of those on wage employment are casuals. Youth face many challenges while seeking for employment, including few available employment opportunities against a fast growing pool of employment seekers, lack of requisite skills sought by industry due to mismatch of TVET acquired skills and industry expectation, poor access to information on available opportunities and limited career guidance,

limited financial resources, lack of relevant skills and job experience as major obstacles

In the financial year 2010/2011, 503, 500 new jobs were generated both in the formal and informal sectors as compared to a total of 502, 900 jobs created in 2009. The formal sector generated 62, 600 new jobs in 2010 compared to 56, 300 jobs created in 2009 representing a 12.4 per cent of total jobs generated (Kenya, 2012). It is also interesting to note that the informal sector, which represented 80.6 per cent of the total employment, generated an additional 440, 900 jobs. There are major shifts at the work place and it is important to study the job market to find out the kind of jobs that will be available for our graduates in the post-industrial era (Amimo, 2012). The number of casual workers in wage employment increased from 18 per cent in 2000 to 30 per cent in 2010, (Omolo 2010)

As the Kenyan government lets its current policies run their course, evaluation efforts should be applied to better understand the role of education in labour market insertion, the type of specific gender policies that need to be implemented, the apprenticeship programmes that should be escalated, the promotion measures that should be implemented to support young people as they undertake informal activities, and the specific employment creation programmes that need to be put in place to attend the earning and living conditions of poor people in both rural and urban areas (Eduardo Zepeda et al, 2012)

Figure 2. 1: Conceptual Framework



RESEARCH METHODOLOGY

Research Design

Case study is an ideal methodology when a holistic, in-depth investigation is needed (Feagin, Orum, & Sjoberg, 1991). The researcher chose exploratory case study, employing a single case design and descriptive statistics on multiple data sources, to investigate the effect of government policies on youth unemployment and detailing the findings thereof.

Sample and Sample Processes

Case study research is not a sampling research; that is a fact asserted by all the major researchers in the field, including Yin, Stake, Feagin and others. Therefore, the researcher considered the programme data collected from various contributors to the KYEP project.

Research Instruments, Data Collection and Analysis

Generally, case study reports are extensively descriptive, with "the most problematic issue often referred to as being the determination of the right combination of description and analysis" (Boehrer 1990).

Yin (1994) identified six primary sources of evidence for case study research. These are direct observations, Interviews, archival records, documents, participant observation and physical artifacts. For this research, documents, archival records and physical artifacts were used to collect data. The choice of these sources of data was guided by the role played by the various parties, implementers and funding organizations. The main sources of data were the World Bank. The collaborative data source was collected from the National bureau of statistics, international labour organization and the Government line Ministries.

The rationale for using multiple sources of data for analysis was the triangulation of evidence. Triangulation increases the reliability of the data and the process of gathering it. In the context of data collection, triangulation serves to corroborate the data gathered from other sources.

Data analysis consists of examining, categorizing, tabulating, or otherwise recombining the evidence to address the initial propositions of a study" (Yin, 1994)

RESEARCH FINDINGS AND DISCUSSIONS

Introduction

This chapter contains research findings and discussion, which are an analysis and interpretation of the results of the study data. These results were presented by use of tables and charts for ease of understanding. The presentation of the results was guided by the study objectives and each presentation explained using a narrative, from results obtained from descriptive statistics. The discussions of the research findings were based on study objectives.

Descriptive Analysis

The study analyzed the variables as they related to the dependent variable; youth employment. The study obtained primary and secondary data, Monitoring and evaluation reports and Government documents. This data was analyzed using descriptive statistics, obtaining the characteristics of each variable and the results captured.

Table I: Employment

Age group (Years)	Total Population (millions)	Employed (formal)	Employed (informal)	Total Employed	Unemployed Youth	% Employed Total
15 - 17	3.5	0.23	1.12	1.35	0.15	38.57
18 - 23	5.4	0.67	3.29	3.96	0.94	73.33
24 - 34	6.3	0.96	4.69	5.65	0.65	89.68
Total	15.2	2.16	10.54	12.7	1.74	83.55

The results obtained indicated that 83.55% of the youth in Kenya aged 15 to 34 years are employed in both formal (2,160,000) and informal sector (10,540,000). From these results, the employed youth in the group 15 to 17 years was the lowest. It was only 38.27% of the total employment.

They were followed by those age group 18 to 23 years, who formed 73.33% that time. The employed youth in the age group 24 to 34 years made 89.68%. There is a pronounced difference between the employed youth in the age group 15- 17 years and short gap between those in age groups 18 - 23 years and 24 -34 years.

The variation may be explained to the difference in age group.

Table II:
Education

Education level	Female	Male	Total	% Female	% Male	Ratio female to Male
End primary school	123,581	126,419	250,000	49.43	50.57	0.98
Secondary school drop out	83,536	96,464	180,000	46.41	53.59	0.87
End secondary school	116,022	133,978	250,000	46.41	53.59	0.87
Completed TVET	38,475	56,524	94,999	40.50	59.50	0.68
Completed University	21,849	28,151	50,000	43.70	56.30	0.78

It was shown that the female youth were always fewer than the male counterparts in every category of education level. The men were always more; for instance, the female youth who finished primary school for the period accounted for 49.43% as the male formed 50.57%. Among the secondary school, 46.41% were female and male 53.59%, same ratio as those who had completed secondary. The results showed that among those who had completed TVET 59.50% were male and 40.50% female. Among the university graduate, 56.30% were male and 43.70 were female. The number of youth in various education level was decreasing from the lower end primary school to higher level of completed University, except for end

secondary school, which rose from to 250,000 from 180,000 in secondary school dropout. The results indicated that 250,000 had ended their primary and the figure goes to 50,000 for those completed university. The figure goes down from 250,000 (End primary school), to 180,000 (Secondary School drop outs) 250,000 for End secondary school, 94,999 for completed TVET.

From these results, the number that ended secondary school (250,000) were more than the dropouts (180,000).

Table III: KYEP Participation

Archive Date	No. of youth Completing training (cumulative)	Youth Completing Training	No. of direct beneficiaries	% of interns employed immediately by internship employer	% of interns employed 6 months after completion by other entities
22.3.2011	0		0	0	0
25.6.2012	1057	1057	916	32	0
19.1.2013	3057	2000	3057	32	71
30.6.2013	8053	4996	6237	40	71
1.9.2014	13001	4948	9529	42	77

From the table, the number of the youth completing training has been increasing from 1057 in the year 2012 to 4948 in the year 2014. In the year 2013, the 2000 youth completed training in the first batch and 4996 in the second batch. There has been an increasing trend in the number, except in 2014 when there was a slight drop, which might be attributed to the second batch not having been available. The results show that % of interns employed immediately by internship employer was 32% in 2012, which remains constant at 32% in 2013 and rose to 40% in 2013 and rose to 42% in the year 2014. The results indicate that the % of interns employed 6 months after completion by other entities was 71%. From the results, % of interns employed immediately by internship employer had been rising over the study period. However, from the results show

that the % of interns employed 6 months after completion by other entities remained constant at 77% in the year 2013 and 2014.

Correlation Analysis

The study analysed the data using correlation analysis to establish whether there existed any significant relationship between the dependent variable and the independent variables at 0.05 level of significance test.

This was based on the proposal that “Training and internship are significantly related to youth employment”. The aim was to establish whether there was a statistically significant relationship between the independent variables and the dependent variable. Pearson’s Product method was used to correlate the Dependent Variable to the Independent variables.

Table IV: Correlations Statistics of Independent and Dependent Variables

		Youth Completing Training	% of interns employed 6 months after completion by other entities	% of interns employed immediately by internship employer
Sig. (1-tailed)	Youth Completing Training	1.000	.845	.815
	% of interns employed 6 months after completion by other entities	.036		.086
	% of interns employed immediately by internship employer	.046	.086	
N	Youth Completing Training	5	5	5
	% of interns employed 6 months after completion by other entities	5	5	5
	% of interns employed immediately by internship employer	5	5	5

The results of correlation analysis in table Sig. (1-tailed), Youth Completing Training % of interns employed 6 months after completion by other entities and % of interns employed immediately by internship employer(the Independent Variables) were statically significant to Youth Completing Training. From the results; % of interns employed 6

months after completion by other entities ($r = .845$, $p\text{-value} = .036$) and the % of interns employed immediately by internship employer ($r = .815$, $p = .046$) had their p -values less than .05 for both cases. In fact for each Independent Variable, $p < .05$, made the relationship very significant.

It was shown that % of interns employed 6 months after completion by other entities had a very high relationship ($r = .845$). The % of interns employed immediately by internship employer($r = .815$) also showed a very high relationship.

The study found that all the independent variables; % of interns employed 6 months after completion by other entities and % of interns employed immediately by internship employer can be used to explain Youth Completing Training, which allowed for further analysis to establish the regression model.

Regression Analysis

The study sought to establish the relationship between % of interns employed immediately by internship employer and Youth Completing Training at 0.5 level of significance. The independent variables were tested to establish whether they were determinants of dependent variable using multiple regressions using the 0.05 level of significance test using multiple regressions tests

Table V: Coefficients Summary

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
(Constant)	-	1396.145		-	.03
	422			.30	9
	.23			2	
	5				
% of interns employed 6 months after completion by other entities	30.	25.667	.535	1.1	.04
	442			86	6
% of interns employed immediately by internship employer	57.	60.670	.430	.95	.04
	845			3	4

From the results in Table V above, the p-value for % of interns employed 6 months after completion by other entities is .046 and % of interns employed immediately by internship employer is .044. Since the p value for each predictor variable was less than 0.05, there is an indication that there was a significant relationship between each independent variable; % of interns employed 6 months after completion by other entities and % of interns employed immediately by internship employer, and the dependent variable; Youth employment. This is to say that all the predictor variable; % of interns employed 6 months after completion by other entities and % of interns employed immediately by internship employer estimated the dependent variable, Youth employment. The coefficient for % of interns employed 6 months after completion by other entities is 30.422 and % of interns employed immediately by internship employer is 57.845.

The model was therefore fitted as $Y = -422.235 - 30.442X_1 + 57.845X_2$

Where

Y = Youth employment

X_1 = % of interns employed 6 months after completion by other entities

X_2 = % of interns employed immediately by internship employer

as shown in shown below.

Table VI: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	Sig. F Change
1	.896 ^a	.803	.606	1430.14	.803	4.07	.039
				493		4	

Further, the adjusted R^2 was 0.606, meaning that 60.6% of variation in Youth employment is based is explained by the independent variables; % of interns employed immediately by internship employer and % of interns employed 6 months after completion by other entities as shown in above. The coefficient of determination was .606. This implies that a variation in % of interns employed immediately by internship employer and % of interns employed 6 months after completion by other entities explains the Youth employment. The predictor variables; % of interns employed immediately by internship employer and % of interns employed 6 months after completion by other entities had their β -values were positive, an indication that both % of interns employed immediately by internship employer and % of interns employed 6 months after completion by other entities were directly proportional to Youth employment. In this case an increase in any of; ' % of interns employed immediately by internship employer and/or % of interns employed 6 months after completion by other entities would cause an increase Youth employment and vice versa.

Conclusions and Recommendation

Conclusions

The objective of the study was to investigate the effect of Government policies on youth employment within the public sector in Kenya. The recent KYEP therefore provided an appropriate recent effort by the Government in order to increase employment for youth.

The correlation analysis, using Pearson's product method, established that there existed high significant relationship between the dependent variable and the independent variables at 0.05 level of significance test

The study established that there was significant relationship between % of interns employed immediately by internship employer and Youth Completing Training at 0.5 level of significance, by the result of p value for each predictor variable being less than 0.05. The p-value for % of interns employed 6 months after completion by other entities is 0.046 and % of interns employed immediately by internship employer is .044.

The adjusted R^2 was found to be 0.606, meaning that 60.6% of variation in Youth employment is explained by the independent variables; % of interns employed immediately by internship employer and % of interns employed 6 months after completion by other entities.

Recommendations

First, Guided by the results, since it is established that youth employment has a significant relationship with youth training and internship, it is recommended that Government include in its strategic plans,

ways of increasing number of training and internship opportunities for youth so as to eliminate the unemployment resulting from lack of skillset and experience. This will lead to employability of youth as desired by employers.

Secondly, Education and training is key to creation of workforce with relevant skillset required in the various industries. It is recommended that the Government review curriculum in tertiary colleges and Universities, with a view of re-focusing training to be relevant to industry. This initiative can be achieved by establishing a close working relationship between institutions of higher learning and industry players.

Third, it is also recommended that Government, funding institutions and industry players collaborate with training institutions and fund specific trainings that benefit their industries. This will open up appropriate industry specific training to youth while providing industry with employable youthful workforce

Suggestion for further research

Having established relationship between training and internship, and youth employment, further research on improvement of curriculum in public institutions of higher learning, with a view of bridging the employability gap will be of value.

REFERENCES

Isahakia, M. (2010). "Foreword". In *Kazi Kwa Vijana Operations Manual: (I)*, Nairobi: Office of the Prime Minister.

International Labor Office (2010). *Innovations in public employment programmes*, (Global Jobs Pact Policy Brief No. 2) Geneva: ILO.

Republic of Kenya, 'Effective Management for Sustainable Economic Growth and Poverty Reduction', National Development Plan, 2002–2008, Government Printer, Nairobi, 2002.

Republic of Kenya, Sector Plan for Labour, Youth and Human Resource Development, 2008–2012, Ministry of Labour, Nairobi, 2008b.

Zepeda, E., L. Ndirangu, F. Leigh and J. Omollo, Kenya's Youth Unemployment: the transition from child to adult in a rapidly changing country, 2013

United Nations Development Programme (UNDP), Kenya National Human Development Report 2009: Youth and Human Development–Tapping the Untapped Resource, UNDP, Nairobi, 2010.

Republic of Kenya, 2009 Kenya Population and Housing Census, Volume II, Kenya National Bureau of Statistics, Nairobi, 2010b.

Republic of Kenya, Economic Survey, Government Printer, Nairobi, 2011a.

Republic of Kenya, Second Annual Progress Report on the Implementation of the First Medium Term Plan (2008–2012), Monitoring and Evaluation Directorate, Ministry of State for Planning, National Development and Vision 2030, Nairobi, 2011b.

Kenya country report for the 2014 Ministerial Conference On Youth Employment, Abidjan, Côte d'Ivoire, 21-23 July, 2014

Sessional Paper No. 4 of 2013, "Employment Policy and Strategy for Kenya"

Sessional Paper No. 14 of 2012, "Reforming Education and Training sectors in Kenya"

MoEST – National Education Sector Plan 2013

Omolo Jacob – Draft paper on Youth Unemployment, 2014

Second Medium Term Plan 2013-2017 (Ministry of Devolution and Planning, the National Treasury)

WWW.TRADINGECONOMICS.COM /Kenya National Bureau of Statistics

Republic of Kenya, Economic Recovery Strategy for Wealth and Employment Creation, 2003–

2007, Government Printer, Nairobi, 2003a

Report by the United Nations Development Programme (UNDP), January 2013 Kenya's Youth