

***Youth Employment: policy priorities, programmes, and
outcomes***

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1. Introduction

1.1 Background

This paper deals with policy issues concerned with the role of government in promoting youth employment. The discussion focuses on the so-called Active Labour Market Policies (ALMPs). These are policies introduced by governments to directly promote youth employment. For the most part the emphasis is on policy priorities, programmes, projects and outcomes.

1.2 Operational definition

1.2.1 Definition Youth

The constitutional definition of youth includes those age between 18 and 35 years old. The sense of this definition is that it runs from the earliest acceptable school leaving age to the age at which most people will have completed third level education; the transition between education and the labour market. In practice of course, the definition adopted in different countries varies for the purposes of defining youth policy. In some countries, entry into the labour market can occur before 15 years. On the other hand, in Kenya, the transition between education and the labour market may not be completed until the late twenties or early thirties. For the purposes of the paper, this definition has been adopted.

1.3 Youth Population

1.3.1 Current Youth Population

According to the 2009 Kenya population and housing census, the total population is 38,610,097 millions of which 19,192,458 millions are male and 19,417,639 millions are female. The youth (age between 18 – 35 years) in Kenya account for more than 30 % of the total population. In terms of gender, 51.7% are female and 48.3 % are male. Of these, 58.7 % live in the rural while

12.5% live in urban areas. A total of 32,478,570 millions are aged above 5 years and above of which 16,052,205 millions are male and 16,426,365 millions female. A total 41% are employed of which 53% are male and 47% are female. A total of 12, 824,624 are economically inactive and of which 44% are male and 56% are female (KNBS, 2010).

1.2 The problem

Over the past one decade, the issue of youth employment has gained growing prominence as key agenda of the government; several policies, programmes and initiatives have been launched to address this challenge. These policies, programmes and initiatives, though laudable, may not achieve the desired results. A number policy of priority programmes and projects have been implemented at national level. However, many of them are specific programmes that are narrow in scope and limited in time. The priority attached to them varies over time and is usually influenced by the business cycle. In addition, the emphasis is frequently placed on labour market entrants, with little attention to the poor working conditions of many young workers. Consequently, youth are prone to work longer hours under informal, intermittent and insecure work arrangements characterized by low productivity and earnings and reduced social protection. Furthermore, it compromises on the capacity of companies and country to innovate and develop competitive advantages.

According to positive youth development (PYD) approaches, youth are an asset not a problem. Indeed, however, youth often face serious difficulties in effecting the transition from school to work. The simplest and most widely used indicator of the extent of the problem is the youth unemployment rate. For growing numbers of youth, employment is precarious and may not provide an income sufficient to cover basic necessities. In Kenya, a rising number of youth work in the informal economy, where they earn low wages and are often subjected to poor or even exploitative working conditions.

Changes in the labour market are such that, from a global as well as a local perspective, the dichotomy between employment and unemployment has lost much of its meaning. Moreover, the rate of unemployment among youth is typically two to three times the adult rate. Youth is a temporary phase in the life cycle, and labour market prospects are ultimately governed by the

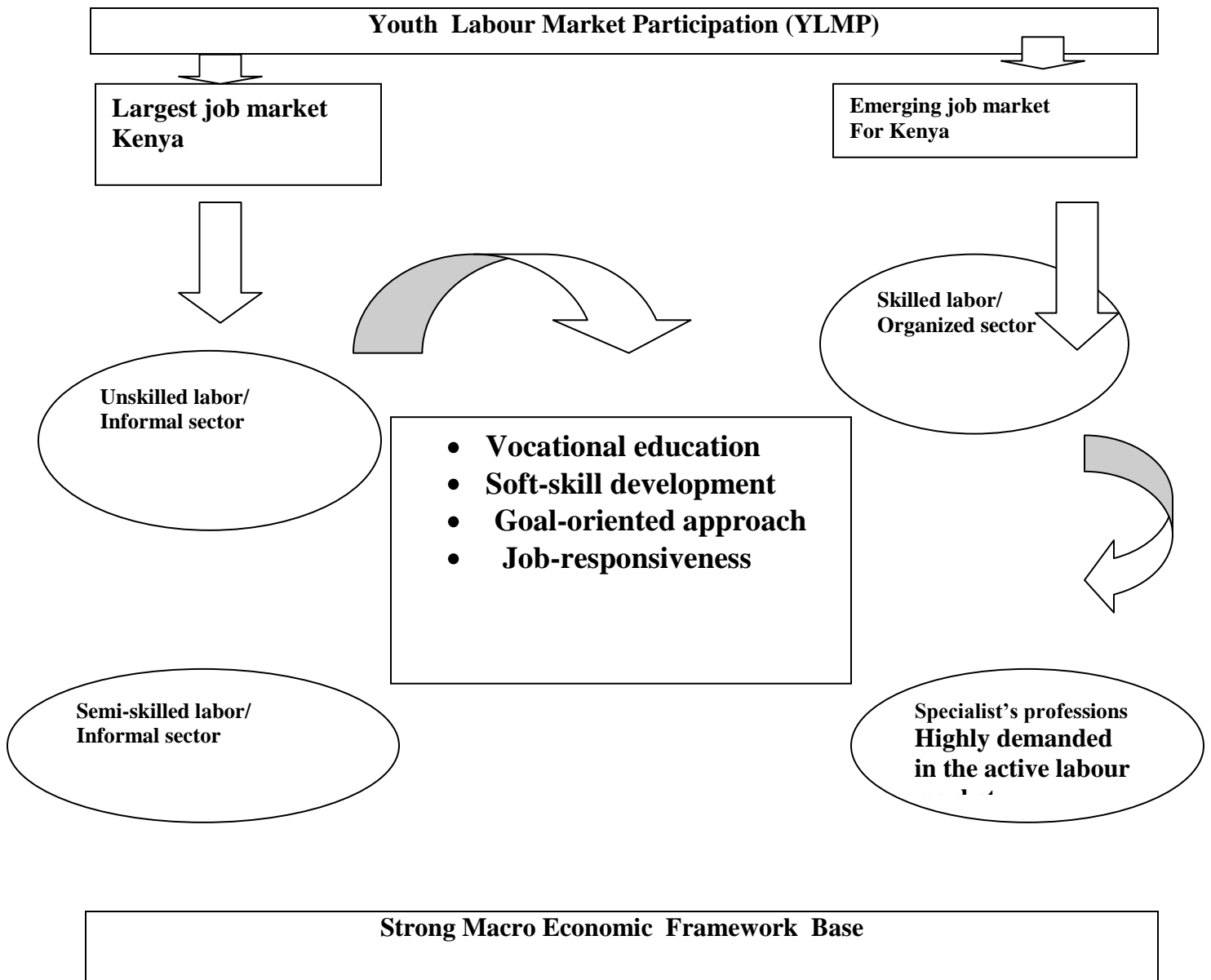
unemployment rate for all age groups. The key to reducing youth unemployment therefore lies in remedying deficiencies in the labour market as a whole rather than in addressing isolated difficulties within specific subsections. Youth unemployment rates typically fluctuate in line with overall unemployment rates, indicating a strong link to general economic trends. During times of recession, however, the rise in youth unemployment tends to be more substantial than does the concurrent increase in adult unemployment (UN, 2003).

The rate of unemployment for youth is higher than of other age groups in Kenya. Not because they don't have the motivation, the ambition or the energy: the real barriers facing unemployed young people are inexperience and a lack of specific employment skills. But that cycle of "no job, no experience, no experience, and no job" can be broken with appropriate government and private sector interventions and society contribution.

Many current and past sectoral policies formulated and implemented that seek to spur economic growth and create employment. Despite this, identifying policy priorities, programmes, projects, implementing the policies and evaluating outcomes of such policies remains a major challenge for the government.

Conceptual framework for Integrated Prioritization of Youth Employment

An integrated approach for prioritization of youth employment programmes and initiatives is necessary and sufficient condition for maximizing the positive impact of the outcomes. More importantly labor market dynamics and employment structures as influenced by absence of employability skills among the educated youth. The critical issue is, creation of opportunities for youth employment must be the accorded the highest priority in the short run and long run.



Source: Own view (2011)

Policy Priorities

2.1 This section suggests policy priorities for tackling the current youth unemployment in Kenya; these priorities aim to cut across both the risk factors and the engagement dynamics

identified in the National youth policy on youth development of 2007 and vision 2030 flagship projects and programmes .There is no denying that a number of economic, social and political factors that have put youth at-risk of engaging in risky behavior and as well as the factors that facilitate youth actually crossing the line and participating in violent behavior. These policy priorities are not presented in any order of precedence.

2.2 Policy Priority #1: Increase Youth Employment Opportunities

Increasing youth employment can decrease risk factors and help mitigate engagement dynamics. Literature on conflict has shown that high levels of unemployment, accompanied by a downturn in the research has shown that increasing the time youth spends at work significantly decreases levels of criminal activity. Increasing employment is also likely to decrease incentives for engagement in violent behavior, as well as decrease the current disillusionment amongst youth in Kenya.

The importance of demand-side factors (i.e., increasing the number of jobs) cannot be underestimated. High youth unemployment is the result of demand-side factors, supply-side factors, as well as factors that mediate the demand and supply of labor. Demand-side factors in the Kenya include: low agricultural productivity; a low formal job creation in private sector; insufficient government spending on youth employment projects and programmes; a lack of credit and market access; and, a cumbersome regulatory environment. Without efforts to stimulate the agricultural and private sectors, reduce bureaucratic red tape, and increase government spending on interventions targeted at youth employability or labor market efficiencies will have limited impact. That said, it is crucial that any analysis of youth unemployment approach the problem holistically and realistically consider the relative weaknesses and strengths of the Kenyan economy and labor market.

Supply side factors reducing the employability of youth include: low education and skill levels; skills mismatch and lack of work experience among others. The main factor affecting the mediation of supply and demand is the lack of information. In the Kenyan context, addressing the demand-side factor is most crucial; there will be no incentive to invest in training and skills (as well as education) as long as the labor market does not reward such an investment.

2.3 Policy Priority #2: Empower Youth to Participate in Nation-building

Empowering youth to participate in nation-building could help to address youth disillusionment and bring wider benefits to the country. There are strong feelings of disillusionment with the post independence government and of exclusion from the nation-building process. In contrast, the nation-building task in Kenya is huge and the Kenyan youth of today are well equipped to contribute at a range of levels.

Empowering youth to participate in the nation-building process can occur through a number of channels. Youth can participate in politics and government through their involvement in the youth cadres of political parties; they can contribute at the community-level through participation in community development projects; they can contribute through the arts and sport; as well as economically through the private sector. Empowerment requires a focus on processes and relationships. It is a policy objective that can thus cut across many interventions.

2.4 Policy Priority #3: Strengthen Formal and Informal Controls on Youth

Strengthening formal and informal social controls on youth is crucial to addressing the engagement dynamics. Although almost all youth are exposed to risk factors the vast majority has not participated in risky behavior, notably the street violence over the past year. Indeed, without the simultaneous (re)introduction of formal and informal social control mechanism, it is unlikely that policies and interventions focused on risk factors only will effectively mitigate those directly engaged in the current ongoing violence (and crime). This requires strengthening formal mechanisms (i.e., police, courts), informal mechanisms (i.e., community and youth leaders), as well as linking formal and informal mechanisms. The management of crime and conflict often relies as much on informal mechanisms as it does on formal systems of the government. Further, these two are at their weakest when they are in contradiction, i.e., when perpetrators of violence can play the two institutions against each other to their advantage.

Although undeniably essential in the recent context, the formation of youth gangs a way of earning a living “informal employment” is counterproductive. The presence of the groups can also abdicate both the formal and informal mechanisms of responsibility, which can weaken the determination and the incentives of these local institutions and actors to resolve social conflict themselves.

2.5 Policy Priority #4: Connect Youth with Community

Strengthening youth connection and networks with the community can bring benefits to both youth and communities. Generally, increased connectedness or social cohesion makes the community more robust and more capable of handling adverse events such as poverty, vulnerability, and conflict.

This can be between youth and parents, youth and teachers, youth and adults, as well as youth and community leaders. Connecting youth with parents strengthens the institution of the family. Connecting youth with community also has a link with policy priority on employment, in the sense is that it can facilitate the networks necessary for communities to regain entrepreneurial culture and accelerated socio-economic development stimulating sustainable employment opportunities for the youth. Building social cohesion and capital requires changing practices through the introduction and/or strengthening of processes and relationships. Social capital refers to social networks and the informal norms that facilitate connections among individuals.

Although there are different perspectives on social capital, most often the aim is to build relationships between a range of actors including community groups, civil society, private companies, and the government.

Policy prescriptions vary, but can include increasing participation and (formal and informal) linkages between groups as well as the government , enhancing capacity of local organizations or associations, generating interactions between different groups, as well as recognizing social assets of communities.

2.6 Policy Priority #5: Keep Youth in School and expanding Vocational Training facilities.

Keeping youth in school can address a number of the risk factors associated with unemployment in Kenya. The positive effects of keeping youth in school include: that youth who complete secondary education are much more likely to avoid falling into poverty; the longer male students stay at school

past the age of 15 the less likely they are to engage in criminal activities; that better educated youth are more trusting of others and that increasing education contributes to social capital; and, that increased education increases participation in elections, charitable giving and volunteerism.

Keeping youth in school requires understanding and changing incentives. In all contexts, including Kenya, many factors determine the incentive to remain in school. These include: parent attitudes, community and cultural norms, economic pressures, peer pressure, the quality of education, the perceived benefits of education, as well as the education experience more generally. While significant progress has been achieved in the education sector over the past five years, particularly with regard to physical infrastructure, the increasing number of student not able to access secondary education suggest that the incentives of the end-user (i.e. youth) are not yet optimized. Although further research is necessary before a well-targeted program can be designed, the key factors in likely to be economic pressures, perceptions of benefits, and the fact that an extremely weak labor market does not sufficiently reward educational attainment.

There are two kinds of policy intervention – preventative and curative. A preventative intervention tries to counteract the processes that generate a problem; a curative intervention tries to deal with their consequences. In the case of youth employment policy priorities, for a long time the government has been setting priorities based on the two interventions with more bias towards curative intervention policy priorities, programmes, projects whose outcomes have had very little impact on reducing the levels of youth unemployment in the long run.

The starting point for considering a policy as being of high priority should be the extent to which it addresses youth employment problems rather than merely those who are unemployed. Also its impact on the position and potential of youth in the labor market depending partly on the strength and dynamism of the demand for labor it stimulates in general and partly on the extent to which

it catalyses youth integration into economic processes so that, when the demand for labor increases, they can take advantage of the greater scope for improving the quality and quantity of their employment.

Furthermore, it should deal with the problem of educated unemployment among the youth; not as the fundamental youth employment problem but one which is of understandable concern to the government of Kenya. It should have a clear way of addressing policy data needs for diagnosis and monitoring of the youth employment problems, including a minimum format of data that should be routinely available.

Policy priorities, programmes, projects can be integrated through a robust framework that can help to prevent the emergence of employment problems among the youth in Kenya.

2.7 Options for Youth Employment Policies Initiatives (YEPIs)

Public policies for addressing youth employment challenges can be divided into three broad categories:

- Curative policies
- Empowerment policies and
- Preventive policies,

Ideally, curative, preventive, and employment policies should reinforce each other to enable youth realize their full potential. Multi-dimensional interventions on youth seek to emphasize the creation and strengthening of assets at all three levels (individual, community, and macro-environment) and infuse a robust youth empowerment model to break the negative cycles in socio-economic levels to accelerate youth employment which is a hard youth empowerment issue.

The key outcome emerging from the existing youth employment initiatives indicates there are no synchronization between policy categorization vis-vis the policy interventions and priorities. This has far reaching implications concerning their design, implementation, monitoring and evaluation. Ensuring sustainability of such initiatives and policy options based on a robust youth empowerment model is of critical importance. There is need to:

- Focus on the multi-dimensional needs of youth, encourage multisectoral approaches to youth employment.
- Support youth empowerment by increasing access to quality formal education and non-formal education
- Establish or strengthen mechanisms for youth policy development at all levels and in all relevant ministries.
- Strengthen partnerships among government, civil society, and networks in the youth sector.
- Increase youth participation in all aspects of public life and support their right to play a significant role in identifying and shaping responses to their problems, in close cooperation with families, communities, and civil society.

In the context of Active Labour Market Policies (ALMPs), these policies are categorised as operating in three ways:

- **Supply-side**, that is, policies which change the characteristics of young people themselves, thus making them more likely to find work.
- **demand-side**, policies that encourage employers to hire young people without changing their characteristics, and
- **job-matching** – this is largely the responsibility of employment services, but also a number of other institutions have a valuable role to play here in facilitating the meeting between the supply and demand sides of the youth labour market.

In establishing policies for youth employment, in practice the government tends to focus on the supply side of the labour market rather than on labour demand. In other words, attempts to reduce youth unemployment by addressing the lack of skills or poor attitudes of youth rather than concentrating on promoting economic growth and job creation.

Providing youth with opportunities to learn through work may prove more effective than attempting to upgrade their skills before they enter the labour force. In this sense, an integrated youth policy can serve the purpose of defining clearly areas of action, responsibilities of the different actors and the means of co-coordinating these actions so as to achieve a common goal.

The Kenya Vision 2030 and the First Medium Term Plan 2008-2012 have identified creation of sustainable employment as key to national transformation. To facilitate this, the government has formulated and implements policies that seek to promote youth employment through effective prioritization of programmes, projects and activities.

The youth employment policy priorities, programs and projects that are being implemented in Kenya seek the following outcomes:

1. Increased demand for labour in general in relation to supply;
2. Increased integrability of the youth by:
 - (a) Remedying or counteracting market failure, including:
 - i) Labor market failure;
 - ii) Credit market failure;
 - iii) location-related market failure; and
 - iv) Training systems failure;
 - (b) Optimization of labour market regulations and
 - (c) Improved skills for employability among the youth,

3 Programs, projects and outcomes

The Youth Employment Programme (YEP)

The government recognizes that youth employment problem is complicated and cannot be tackled through fragmented and isolated interventions. Rather, they require sustained and concerted action – by several actors over an array of policy areas. The Ministry of youth affairs and sports (MOYAS) has developed the National Action Plan on Youth Employment (NAP). The NAP is an operational document – a methodology to steer country action on youth employment on the basis of a common agreement reached by all interested parties.

All priority programmes are alignment to Kenya vision 2030 flagship projects and programmes. Basically the development plan is currently being implemented in a systematic manner under overall national macro policy framework of the sector Medium Term Plans (MTPs) for the spans of five year planning period. Within the macro context, youth empowerment is critical for the nation both in the short and long run.

Towards this end, the government specifically has prioritized the following policies, programmes and projects to address youth unemployment:

The government is currently implementing programmes with the broad outcome of empowering the youth. They include expanding the National youth service, revitalization of youth polytechnic training, youth development and youth employment services. Also, there are other key youth programmes in the area of sports and talent development. The desired outcome is increased employment for the youth. The following programmes, initiatives currently being implemented by the government to the youth unemployment:

1. The youth enterprise development fund
 2. Women enterprise development fund
 3. Labour intensive public works programme Kazi Kwa Vijana (KKV)/Kenya Youth Empowerment Project (KYEP).
- KKV was therefore a Government Programme designed to tackle the twin problems of “hunger” and “unemployment.” The programme was to employ 200,000-300,000 Kenyans - particularly the youth. By September 2009 the project had employed over 290,000 youths. The implementing Ministries were: Roads, Water, Regional Dev, Local Government, Environment, Ministry of youth affairs and sports (MOYAS) and Forestry. KYEP/KKV II is an enhancement of the KKV programme and it has three components with objective of supporting the GoK efforts to increase access to youth-targeted temporary employment programs and to improve youth employability. It is a 4 year program that became effective in August 2010. The project is being implemented in 8 counties (Wajir, Kiambu, Machakos, Nairobi, Migori, Nakuru, Kakamega and Mombasa) in Year 1.
 - **Component 1** – Labor intensive(PW) – Implemented by 6 line ministries (Ministry of Water and Irrigation, Regional Development Authorities, Roads, Environment and Mineral Resources, Local Government, Forestry and Wildlife).

- **Component 2** – Private sector internship - implemented by Kenya Private Sector Alliance (KEPSA). This Public Private Sector Partnership (PPP) Youth Internship Program. Its main objective is to enable unemployed or under-employed youth to acquire the experience and skills they need to enter and fully participate in the labour market.

Created in the spirit of the Youth Employment Strategy, the Kenya Youth Empowerment Project (KYEP) has allowed the creation of 879 internship opportunities for youth since its inception in 1997. It is envisaged that by the end of the project 10,800 internship opportunities will be created for the youth. An internship is not a specific position, and the intern does not replace an organization's employee. An internship is a flexible, practical assignment, geared to providing the youth with meaningful opportunities to develop employability skills in preparation for subsequent employment or self-employment at the end of the internship. The concept of internship implies structured learning experiences and coaching by a **mentor**. Mentoring is a key feature of the program. Each internship must have an identified mentor who will assist the intern in acquiring knowledge and skills as well as visualising career goals and ways to reach them.

- **Component 3** – Capacity building and policy development - Implemented by Ministry of Youth Affairs and Sports

It is worthwhile to note that some weaknesses experienced during the implementation of KKV have been addressed in the KYEP.

4. The Greening Kenya Initiative (GKI)

This initiative of the office of Prime Minister that seeks to promote coordination of policies and set priority programmes to address youth employment challenges through green collar jobs.

These programmes, projects and outcomes can be examined further through the following youth employment '**lens**':

(1) Under the youth employment and empowerment policy framework

- Making the labour market work better by providing information, counselling and job search skills, engaging the youth public works programmes for increased youth participation in the labour market. The intended outcomes include, increase in income among the youth, improved community support and increased employment rates.
- Promoting youth entrepreneurship through financial assistance, technical assistance, training opportunities and increased private sector participation. The key outcomes include improved programme cost effectiveness, increased employment rates, increased probability of having youth owned business operating and increased beneficiaries' income.
- Promoting skills development for the youth through vocational training, internships, apprenticeship systems and public-private alliances in design and provision of services to the youth.

(2) Policy integration and Regulatory framework

The National Youth Policy on youth development is under the control of a single government youth Ministry. This policy sets a numbers of priorities aimed at addressing the youth unemployment problem and other key thematic areas in youth development. On the basis of this policy, the Ministry of youth affairs and sports government has developed youth employment action plan and youth employment Marshall Plan. The outcome is a coordinated approach in addressing the youth issues. However, the problem arises that promoting youth employment enters several spheres, above all those normally covered by, youth affairs and sports, education and labour ministries. Perhaps then a more flexible approach is in order with a youth taskforce being set up with members taken from the different interested parties in government ministries along with representatives of workers' employers' and young people themselves from the National Youth Council once established.

Currently the ministry of labour is working on a draft national employment policy. It is envisaged that the policy will set framework for addressing youth employment challenges. Youth labour export scheme has some weaknesses that need to be addressed as a priority.

4.0 Conclusion and Policy Suggestions

4.1 Conclusion

The Youth Employment Program (YEP) should encourage skill development, supports career and educational goals, increases civic engagement and provide a creative and supportive environment for youth.

Addressing youth unemployment requires both short- and long-term measures that encompass increasing demand for labour, improving education and skills, and labour market policy priority programmes and projects that improve the employability of young people. The gap between productivity and real wages for young workers is an important constraint to job creation. Skills deficiencies contribute to this gap and make education and skills development a priority for government.

Youth employment priorities and programmes must be informed by timely and accurate Labour Market Information and Analysis (LMIA). In the Kenya, the Labour Market Information is weak. There need to prioritize the development of an Integrated Youth Labour Market Information (IYLMIS) so that the country meets the ever-increasing demands for timely, accurate and accessible labour market information.

Promotion of youth enterprises and entrepreneurship development is one of the key priority areas that can also contribute to the achievement employment creation; coherent policies must be put in place to stimulate entrepreneurial culture among the youth.

First and foremost, the use macroeconomic policies to promote economic and employment growth is key preventive policy measure. The creation of employment should be one of, if not the, principal priority underpinning government decisions across a broad range of macroeconomic policies. The informal sector continues to be the key area targeted from employment creation.

Being a young person is not helpful in finding work and the chances of finding work for young people are much lower than for adults. The intended outcomes of creating youth employment have not changed the current state of youth unemployment or underemployment. Internships programmes cannot take on board a significant number of youth seeking employment.

A basic lesson learnt is that despite the importance of the of labour market information in promoting the employment of youth employment, it has not been accorded the priority it deserves. Therefore the labour market information systems remain underdeveloped in Kenya. An integrated labour market information system play a useful role at many levels; from informing young people about opportunities, to helping governments to design appropriate youth employment policies.

Since young people are more adaptable but also more impressionable than adults, the long-term scarring effects of long unemployment spells are likely to be of even more consequence than for older workers. It is also important to recognize that a young person's interpretation of his or her situation may be at odds with patterns viewed from a structural perspective. High levels of youth unemployment are always a source of concern because of the profound impact unemployment has on young people's lives. Unemployment leads to a reduction in self-esteem, diminished levels of wellbeing, and social exclusion policy priorities, programmes, projects must be inclusive and empowering for increased youth participation in the labour market.

Youth unemployment turns problematic when it becomes long-term and when it leaves young people without the means to provide for their basic needs. In Kenya, long-term

unemployment among youth tends to be relatively widespread. However programme targeting is does not take this into consideration. Given the link between long-term unemployment and the processes of marginalization and exclusion among youth, it makes greater sense to focus on this phenomenon when setting policy priorities, programmes and projects than on short-term unemployment.

In education and training systems major advances been made in recent decades, however, this remains a significant obstacle.

Very often, Job search is largely undertaken by young people without the aid of Public (or indeed Private) Employment Services. In some cases this is due to their virtual non-existence. More often, although such services exist, potential young clients largely ignore them. This also may be due to limited territorial extension but may also be due to a limited view as to their function. Currently there is no such policy priority, programme, projects to address this issue.

Decent Work involves more than just the avoidance of substantial levels of youth unemployment. Decent work is about obtaining and maintaining productive and satisfying employment; decent working conditions; and, income security. Particularly there is no policy priority programme, project and outcome which can be linked to provision of adequate social protection for the unemployed youth. In Kenya where there is not an adequate social safety net, youth unemployment greatly underestimates the size of the problem which is compounded by substantial levels of informal sector work as well as by underemployment.

In setting youth employment policy priorities, creating jobs for the youth entering the labour market every year is a critical component in the path towards economic growth. However, it is not only the quantity but also the quality of jobs that matters. Decent Work is the best way for the youth to realize their aspirations, improve their living conditions and actively participate in national development. The current policy priorities, programmes, projects and outcomes are not putting more emphasis on decent work creation for the youth.

There is no one policy priority, programme, project and an outcome that provides solution to the youth employment challenge in Kenya. Policy responses depend on prevailing national circumstances. Furthermore, young people have different experiences and their needs depend on individual characteristics. The best labour market entry path for young people remains a good basic education, vocational training or higher education and initial work experience. This calls for combining policies for employment expansion with targeted programmes that overcome the specific labour market disadvantages faced by the youth.

4.2 Recommendations

1. Policy options should be part of an integrated framework that promotes economic development and employment growth. This integrated framework should combine macro-economic policies and targeted measures addressing labour demand and supply as well as the quantity and quality of jobs created for the youth.
2. Accord highest priority to policies and national programmes that provide incentives to enterprises to hire youth, promote youth entrepreneurship, and facilitate access to finance and to other targeted active labour market measures.
3. The sustainability of youth employment policy priorities, programmes, projects and outcomes must be anchored under four fundamental principles:
 - Employability. Investment in education and vocational training for young people and improve the impact of those investments.
 - Equal opportunities. Give young women the same opportunities as young men.
 - Entrepreneurship. Make it easier to start and run enterprises in order to provide more and better jobs for young women and young men and promote entrepreneurship culture.
 - Employment creation. Place employment creation at the centre of macroeconomic policy.

Thus there is need to promote advocacy and mainstreaming of the four principles in policy formulation, development and implementation.

4. Initiate policy priorities, programmes and projects aimed at making education and training systems more responsive to the needs of the youth and to the needs of the labour market.
5. Development of an integrated youth Employment and labour market information services to provide the link between young job seekers and potential employers; the Job-Matching Function.
6. Initiate policy priorities, programmes and projects for sustainable development through the green economy.
7. Initiate well targeted safety net programmes for the youth.
8. Development a robust youth employment and empowerment framework for sustainability of youth employment programmes.
9. Enactment on national youth development and societies policy
10. Institutionalisation of the Kenya National Youth Development Index (KNDI) as key tool for monitoring and evaluating youth programmes.
11. Development of an Integrated Youth Farm Training Centre (IYFTC); as agricultural training facility for training youth with different levels of educational background, ranging from primary levers to University degree holders. The center should be is equipped with social and recreational facilities that make living on the farm an interesting experience for the youth.
12. Development policies that will promote green job creation for the youth .

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