



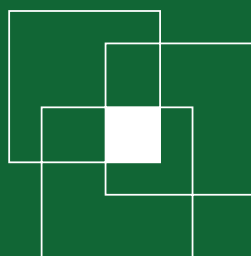
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Labour

# Kenya labour market survey for older children withdrawn from worst forms of child labour: Busia district report

FEBRUARY 2012



International  
Programme on  
the Elimination  
of Child Labour  
(IPEC)



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## Abbreviations

CDF	Constituency Development Fund
CLM	Community-based Child Labour Monitoring
DCLC	District Child Labour Committee
DPP	District Development Plan
FGDs	Focus Group Discussions
FM	Frequency Modulation
GTT	Government Trade Test
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immune Deficiency Syndrome
HUSO	Human Support Organization
ICT	Information and Communication Technology
ICS	International Child Support
IGA	Income Generating Activities
KCPE	Kenya Certificate of Primary Education
KNBS	Kenya National Bureau of Statistics
KUSPAW	Kenya Union of Sugar Plantation and Allied Workers
LCLC	Location Child Labour Committees
MOA	Ministry of Agriculture
MOE	Ministry of Education
MOYAS	Ministry of Youth Affairs and Sports
NGO	Non-Governmental Organisation
NSSF	National Social Security Fund
NHIF	National Hospital Insurance Fund
NMK	Njaa Marufuku Kenya
OVC	Orphans and Vulnerable Children
OHS	Occupational Health and Safety
REEP	Rural Education and Economic Enhancement Program
SNAP	Support to the implementation of the National Action Plan
TIVET	Technical, Industrial, Vocational and Entrepreneurship Training
WEF	Women Enterprise Fund
WFCL	Worst Forms of Child Labour
YEF	Youth Enterprise Fund
YP	Youth Polytechnic



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## Executive summary

This report documents findings of a Labour Market Survey conducted in Busia County. The survey targeted older children aged 15-17 years. It sought to understand the socio-economic situation of the older children and youth in the county. Consequently, the survey undertook a local labour market analysis aimed at establishing key economic opportunities and job creation avenues for the older children and youth. This study targeted Nambale, Matayos and Busia Township divisions.

The study process first undertook an analytical and evaluative review of secondary information relevant to the research themes. The review augmented and complemented data collected from a quantitative survey of 150 older children 15-17 years, Focus Group Discussions (FGDs) with older children, youth and parents, and key informant interviews with representatives from TIVET institution, formal and informal sector employers and line ministry officials. Stakeholders including the District Child Labour Committee (DCLC) later validated findings from the above data sources.

According to the Busia District Development Plan (DPP) (2008-2012) (RoK, 2009), a significant 17,137 children were in need of protection. The child labour baseline survey (KNBS, 2011b) further notes in its preliminary report that as many as 28,692 children could be involved in child labour. Results from the labour market survey further show that 46 percent of the older children interviewed had at some point in their lives worked for money. This situation could be worse given that the county's poverty rate is about 66 percent<sup>1</sup> (RoK, 2009). The high level of poverty effectively pushes children into laborious situations as they struggle to meet their basic needs. Some of the most common forms of child labour in the county include farm work, domestic child labour, selling of scrap metal, hawking, selling of *chang'aa* (traditional illicit brew) and commercial sex exploitation. Children also ferry goods across the Kenya -Uganda border.

Data from the DDP (2008-2012) (RoK, 2009), further shows that gross enrolment rate in primary schools stood at 127.5 percent while that of secondary schools stood at 23 percent in 2008. This implies that many young people, if not a majority, are not able to proceed to secondary schools. Training for such primary school dropouts was on the other hand limited. Two of the three public youth polytechnics in the Busia County were operating at half capacity. This was because of among other things, cost of training, unattractive courses offered, poor quality training and lack of knowledge about opportunities offered in polytechnics.

The baseline survey sample was allocated equally in the three divisions targeted. Of the total sample, 55 percent were boys and 45 percent girls. A significant 68 percent of the older children lived with parents, 22 percent with relatives and well-wishers and 6 percent lived

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<sup>1</sup> Visit [www.kenya.usaid.gov](http://www.kenya.usaid.gov).

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alone. Although about 78 percent reported to be in school, a significant 22 percent were out of school. According to those out of school, school fee and costs associated with school made them drop out. Almost all of the children out of school only had pre-primary or primary as the highest level of education reached. Virtually all children in school were still in their primary level of education.

Close to half the respondents (46 percent) had at some point in their lives worked for money. This had given them an early orientation into the labour market. An overwhelming 83 percent of these were in wage employment, while about 17 percent were self-employed. Slightly more than half of the older children (55 percent) reported that they knew other children their age that were working. Most of the working children were involved in farm work, domestic child labour, hawking and sugarcane grinding as mentioned by 33.3, 16.3, 13.8 and 10 percent of the respondents respectively.

Close to half of the respondents (46.5 percent) were of the opinion that it was easy for someone their age to get a job in the county. Some of the common occupations that this group mentioned were farm work (45.5 percent), domestic child labour (12.1 percent), car wash (7.6 percent) and hawking (6.1 percent). Other activities mentioned were construction works, herding and *boda-boda* (public transport bicycles and motor cycles) (4.5 percent) respectively. Children were also involved in jaggery, where-by are involved in grinding and fetching firewood to ensure that the fire does not burn out. This activity was mentioned by 10 percent of the respondents.

Their aspirations were nevertheless more demanding in skills compared to the easily available jobs. Among the leading career aspirations include; medical profession (doctors and nurses), as mentioned by 16.9 percent, teaching (15 percent), engineering (8.1 percent), hair dressing (6.1 percent) and driving (5.4 percent). Other career preferences that were mentioned included business/entrepreneurship, catering, mechanic, journalism, law and air plane pilots which scored between 2-3 percent each. The rest of the youth aspired to be constructors, broadcasters, lecturers, footballers, political analysts, graphic designers, economists, domestic workers, stock-brokers, shop-keepers, architects, pharmacists and IT specialists all of which were mentioned by 17 percent of the respondents. Further, 63 percent reported that they would rather wage employment while 37 percent preferred self-employment.

Moreover, 59.5 percent of the respondents reported that they were aware of the skills required in order to get their preferred jobs. About 78.8 percent of these also mentioned that they were aware of where such skills were acquired. But 16.5 percent were did not know while another 4.7 percent reported that they were not sure. When asked to state their choice of training institutions, none mentioned youth polytechnics. They either mentioned universities and other certificate oriented technical institutions. Respondents further observed that some of the barriers to enrolling in these institutions were lack of tuition fee and associated costs as reported by (78 percent), limited admissions (14 percent) and high grades required for entry (8 percent). This also points out to the lack of clarity and linkage between vocational training and formal technical training.

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Mixes of both conformist economic activities, as well as some adventurous options that may as well transform the plight of young people in Busia were identified. In line with the ILO strategy, green jobs were also proposed. Some of the traditional activities include dairy farming, poultry rearing, fish farming, carpentry, welding, panel beating, motor vehicle mechanics, construction and hairdressing among others. The main reason why these activities were proposed was the perceived high demand for these services and/or products.

Other opportunities proposed include green house and horticulture farming, milk packaging, yoghurt and cheese processing, fish marketing and storage, vegetable drying and packaging, soap making, paper recycling, skilled domestic workers, making of energy saving cookers and so on. An opportunity in equipping young women with skills for domestic work, which will enable them avoid and identify exploitation and abuse associated with the work was proposed. All community members can exploit these opportunities individually or in groups.

All the older children would require basic skills in their chosen activities. Presently, majority of them lack any additional skills beyond the formal education they received from school. A number may have learnt some skills on the job but these would still require sharpening. Ultimately, possession of some form of certification for skills they possess would immensely increase their bargaining power and possibly work as a key bridge to decent work. Additionally, all would require training in life skills, which are central in dealing with general livelihood challenges.

Related to this was the need to modernize the training institutions and facilitate them to offer market oriented skills that address the needs of the youth better. According to officers from the Ministry of Youth and Sports, a new curriculum was in place and is being piloted. This will nevertheless need to be accompanied by awareness creation and re-branding of the institutions so that they stand out as alternative avenues as opposed to institutions for failures as they are perceived now.

According to survey results, older children or members of their households found themselves in need of bursary and food assistance as reported by about 80 percent and 60 percent respectively. However, just about 17 and 20 percent respectively, received the assistance they sought for. Further, while about 50 percent of the respondents reported that they had heard of either NSSF or NHIF, only 8.5 percent reported that they or a family member had registered with either. Stakeholders observed that the formal systems remained largely a preserve of the formally employed. Workers in the informal sector and the unemployed rely on informal arrangements, including merry go rounds and contributions from family and friends to meet any medical or other emergencies that they face. Lack of social protection mechanisms was responsible for pushing many families deeper into poverty.

From the foregoing, skills' training alone was inadequate in ensuring decent work for older children and youth. Besides skills training, youth need additional support including support for the broader socio-economic rights and needs such as food, shelter, formal education and so on. The need to support caregivers who will in turn support their children through skills training must therefore be encouraged, as a more sustainable strategy for

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systematically reversing the plight that youth currently find themselves. To achieve this sustained improvement in opportunities and avenues available for the youth the labour market survey recommends that,

1. Support for parents and caregivers so that they can improve their incomes and general welfare. While the project actively addresses the plight of the already vulnerable older children, younger children in the same families and community must be prevented from falling in the same predicament. They will need support in their education while their parents require further support aimed at improving their incomes. This may be through support for Income Generating Activities, capacity building and sensitisation on other sources of support accessible and available to them.
2. Sensitise and create more awareness among the public. This should focus on child rights, child protection laws and general child protection issues. Sensitisation messages may be delivered through the media and as presentations in schools as well as in religious and public gatherings.
3. Enforce laws and regulations on child protection, employment, occupation safety and health after sensitisation. The project will therefore need to work closely with the line ministries, ILO tripartite partners and their affiliates in the county to ensure enforcement of laws and regulations.
4. Address lack of harmony between the Employment Act and other laws. The target group is 1-3 years below the age of 18, age at which they can access their identity card. An ID is central in youth transition to decent employment, because without it, formal contacting of youth would continue to be a challenge.
5. Lobby and support the government through the Ministry of Youth Affairs to restructure youth polytechnics. In addition, there should be general improvement in the physical infrastructure. The institutions should be well-equipped with qualified and well-remunerated trainers, market oriented and emerging courses, and flexible training schedules that allow youth to train conveniently.
6. Training in the youth polytechnics will add more value if it is clearly linked in a manner that allows for systematic progression from the trade to diploma levels. An apprenticeship trainee, for instance, should have a clear opportunity to upgrade their Grade 3 certificate through a well-known clear progression path, into diploma level and beyond.
7. Encourage the establishment or strengthening of community structures such as youth and women's groups. These will serve to mobilise capital, spread the risks and act as a basis for social protection among the members.
8. ILO and partners (especially workers' and employers' organisations) will need to play a strong role in lobbying the government to stretch formal social security systems further, so that they may reach workers in the informal sector and the unemployed. Though NSSF and NHIF are open voluntary contributors, the structures are still too formal and unreachable by actors in the lower end market.

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## 1. Introduction and background information

### 1.1 Background

International Labour Organisation-International Programme on the Elimination of Child Labour is implementing a project titled “Creating the enabling environment to establish models for child labour free areas in Kenya: Support to the implementation of the National Action Plan for the Elimination of the Worst Forms of Child Labour with special focus on agriculture and older children (SNAP Kenya)”.

The key pillars of the project key are hinged on the prevention of children from engaging in child labour, withdrawal (removal and protection) of children from the worst forms of child labour and reintegrating them in formal schools and integrating those who cannot continue with formal school into vocational skills training.

The project supports the Kenya government to strengthen the National and Local (District) level policies, institutional and social foundations for action against WFCL and targets Busia, Kilifi, and Kitui Districts.

The project also supports the implementation of the National Action Plan (NAP) and two strategies are in use. The first strategy targets the implementation of the National Action Plan at district and local levels. This is taking place through the Integrated Area Based Approach (IABA, whereby the capacity of the local authorities is being enhanced to deal with child labour in a holistic and coherent manner at district level. Using this approach, children in child labour are withdrawn and those at risk prevented. At the same time, families and communities get support so that they are better able to provide for their children’s needs. Partnerships and networks with key stakeholders are also forged. Such actions will prevent child labour and protect children’s rights. Ultimately, the area-based approach lays foundations for the establishment of “*child labour free zones*” which would act as an inspiration for all others to join the movement.

The second strategy is the continued provision of support to the national level authorities to further integrate child labour concerns into other sector policies and programmes and to strengthen enforcement capacities.

### 1.2 Survey objectives

Key to the effective implementation of this project is a clear understanding of the situation of the target population, as well as the labour market situation in Busia County. It is for this reason that IPEC SNAP Kenya project commissioned the labour market survey.

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The objectives of this survey were:

- To establish the market opportunities for employment of youth in the Busia district within the SNAP project implementation areas.
- To determine the situation and needs of children aged 15 to 17 years at risk of child labour in pursuit of decent livelihoods in Busia district.
- To establish the available opportunities for IGAs for the youth and heads of families and establish the existing social protection schemes in Busia district.

Kitui and Kilifi are the other two counties where this project is being implemented. Separate surveys were carried out.

### **1.3 Survey methodology**

The study utilized both primary and secondary research methods. Secondary information sources included but were not limited to the child labour baseline report,<sup>2</sup> census reports, reports on green jobs, government reports and records on TIVET. Primary data on the other hand was gathered from respondents who included older children aged 15-17 years, youth, parents, TIVET institutions administrators, employers, and government officers.

Both qualitative and quantitative research methods were used in collecting primary data. Qualitative methods included Key Informant Interviews (KII) with implementing partners, members of the DCLC, officers from line ministries,<sup>3</sup> employers and representatives of TIVET institutions and Focus Group Discussions (FGD) with older children 15-17 years, youth and parents.

In total, 150 older children were interviewed using the quantitative survey questionnaire. Six focus-group discussions were held three with older children not interviewed in the quantitative survey and three with parents who had children aged between 15 to 17 years. The discussions were audio-recorded to improve on accuracy.<sup>4</sup>

This survey took place in the months of August and September 2011.

### **1.4 Study site**

Busia County is in Western Province in the west of Kenya. It is approximately 431 kilometres, by road from Nairobi, Kenya's capital city. Busia sits on the border of Kenya and Uganda and it therefore serves as a major commercial area serving cross border trade. The county has two border crossing points into Uganda: Busia and Malaba. The Iteso, Luhya and the Luo are the main ethnic communities inhabiting the county.

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<sup>2</sup> KNBS, 2011.

<sup>3</sup> Line Ministries include Ministry of Youth and Sports, Ministry of Higher Education Science and Technology, Ministry of Labour, Ministry of Gender and Children affairs, Ministry of cooperatives.

<sup>4</sup> Refer to annex one for more details on the people interviewed.

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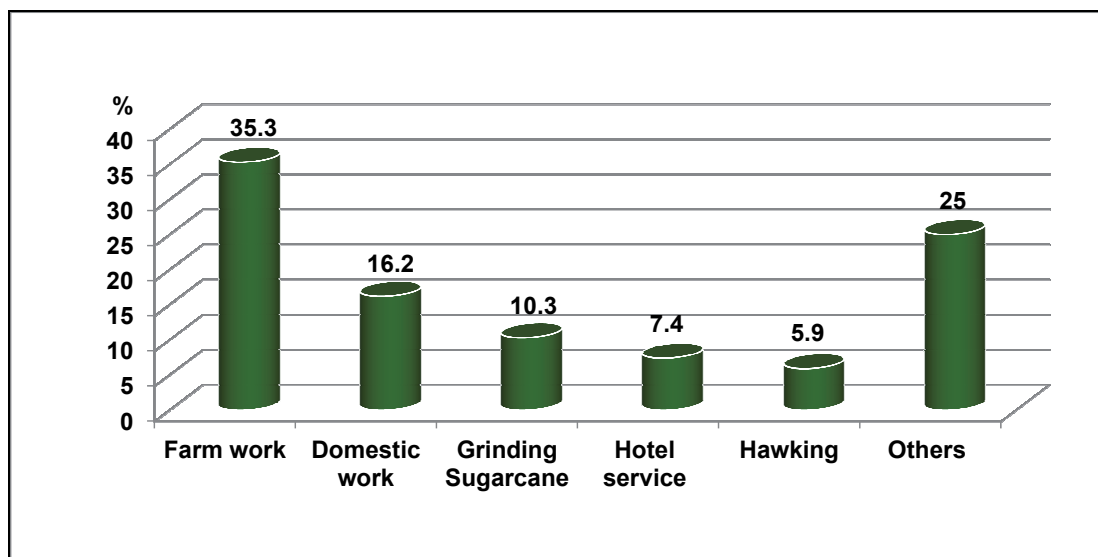
The labour market survey focused on three project target divisions namely Busia Township, Nambale and Matayos.

Busia district has a population of 327 852 (KNBS, 2010) made up of 171,762 women and while 156,090 men. The County population stands at 488,075, 232,075 being male and 256,000 female. Older children of the age group 15-17 years number 24, 519. Of these, 50.6 percent are male. This age category forms about 7.5 percent of the total population in the district. According to RoK, (2009), about 66 percent of the population is food insecure.

## 1.5 Child labour situation

The Busia District Development Plan (2008-2012) records that 17,137 children are in need of special protection. In addition, the child labour baseline survey, KNBS (2011b) observes that about 28,692 may be engaged in child labour. Survey data further shows that about 46 percent of children interviewed reported that they had at some point in their lives worked for money. They reported further that they were engaged in various activities such as farm work, domestic child labour, grinding sugarcane, hotel service and hawking among others. Other activities mentioned car-washing, maize milling bodaboda (*motorcycles and bicycles that offer public transport service*), tailoring, and sand harvesting. See Figure 1.

**Figure 1: Work done by children**



Discussions with various stakeholders in Busia district further revealed that children were often involved in transporting goods across the border. This is because they usually attract less attention from the customs officials. In addition, children often wash trucks parked along the road, as they await clearance to cross the border. Related to reported incidences of child labour in Busia is the fact that more than half the population in the district suffers from food insecurity. Many children are consequently, forced by circumstances to fend for themselves.



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## 2. The labour market and the youth

### 2.1 Situation at the global, regional and national level

According to the Global Employment Trends Report 2012 (ILO, 2012), 74.8 million youth aged 15–24 were unemployed in 2011. This is an increase of more than 4 million since 2007. The global youth unemployment rate stood at 12.7 percent. Globally, young people are nearly three times as likely as adults to be unemployed. In addition, an estimated 6.4 million young people have given up hope of finding jobs and have dropped out of the labour market altogether (ibid, 2012).

The report further notes that even young people who are employed are increasingly likely to find themselves in part-time employment and often on temporary contracts. The situation is worse for youth in developing countries where youth are disproportionately among the working poor. Of concern is that the number and share of unemployed youth is projected to remain essentially unchanged in 2012.

The report noted that in Sub-Sahara Africa, population growth puts strong pressure on labour markets for youth and in particular in an environment in which decent work opportunities are in short supply. In addition, youth often have more difficulties in securing decent work than adults for reasons including their more limited experience and professional networks. Globally, almost 90 percent of youth were living in developing economies in 2010, with sub-Saharan African accounting for 14 percent of youth population (ILO, 2010).

In Kenya, employment opportunities continue to be scarce among the youth. The Kenya Integrated Household and Budget Survey (KIHBS), 2005/06 places unemployment rate at 12.7 percent. The government, in a 2008 report, further notes that 67 percent of the unemployed in the country were the youth (RoK, 2008). Further unemployment for youth aged 15–34 years has either significantly increased over the last three (3) decades, compared to other age groups. For instance, Kiiru, et al, (2009) document that while unemployment for youth aged 25–29 years rose from 4.8 percent in 1978 to 15.9 percent in 2005/06, that of older people aged 45–49 years increased from 1.1 percent to 5.7 percent in the same period. The rise in the unemployment rate for youth in this age group in the reference period was double that of the older workers.

The informal sector in Kenya accounts for the largest proportion of new jobs. The economic survey highlights in 2011 (KNBS, 2011a) show that the informal sector accounted for 440,900 jobs representing 80.6 percent of all jobs created in the economy. This implies that the bulk of the young people are gaining employment in the informal sector, given that they form over 60 percent of the total labour force. As noted in the Global Employment Report (ILO, 2012), the youth are often less experienced and have few or no professional networks, factors that partly prevent most of them from getting quality and decent jobs.

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Additionally, Omollo (2010) observes that youth are inadequately prepared to join the job market. They lack adequate education and requisite skills needed in the job market. Survey results confirm this. Most of the population or 72.9 percent had only been to primary school as their highest level of education. About 14.7 percent had attained secondary level education while less than 1 percent had university education (Ministry of State for Youth Affairs & UNDP-Kenya, 2007).

In the last decade, the government has invested heavily in increasing enrolment and completion rates in both primary and secondary school. This kicked-off with the rolling out of free primary education in 2003. This policy directive resulted in an increase in the gross enrolment rate from 86.8% in 2002 to 101.5% in 2004 (MoEST, 2004)<sup>5</sup>. This was followed by the rolling out of the free secondary education in 2007 which in turn led to the rise in the primary to secondary school transition rates from 47 percent in 2002 to 64.8 percent in 2008. While releasing the 2011 Kenya Certificate of Secondary Education Results, the Minister for Education noted that the primary to secondary school transition rates had increased to 72 percent. Fewer students however join public universities and middle level colleges. This trend results in significantly large proportion of young people who miss opportunities to further their education or train in skills they could utilize to earn a decent living.

## **2.2 Implications for Busia County**

This gloomy picture in training opportunities for youth is strongly mirrored in Busia County perhaps with more severity given the poverty levels. Busia has three (3) youth polytechnics, located in each of the three divisions. Busia Township Youth Polytechnic is located right at the centre of Busia town. The other two youth polytechnics, Nambale Youth Polytechnic and Matayos Youth Polytechnic operate at half capacity. Youth polytechnics in rural divisions register fewer students owing to the distances that students have to travel as well as the costs of learning. Information gathered from the district youth officers and youth polytechnic administrators revealed that the government subsidizes tuition cost in polytechnics to the tune of Kenya Shillings 15,000 (approximately 187.5 USD) for each enrolled student each year. This leaves the students or their sponsors with just about Kenya Shillings 5,000 (approximately 62.5 USD) to pay each year for tuition and related costs.

While the subsidy from the government is significant being about 75 percent of the cost of learning, the component payable by students was reported to be largely beyond the reach of many of the people in the county since their incomes are quite low. Besides the direct costs payable to the institutions, there is also the cost of upkeep and transport that they have to bear. These combined often keep the youth away from the training institutions.

Beyond access to training institutions, stakeholders interviewed were also of the view that youth polytechnics have to a large extent failed to connect with the labour market in terms of the courses they offer. A look at the courses offered in the three polytechnics shows

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<sup>5</sup> Educational Statistical Booklet 1999-2004 MoEST, Nairobi.

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concentration on traditional courses including plumbing, tailoring and dressmaking, motor vehicle mechanics, carpentry and joinery and so on.

In addition, there are few efforts to tap on emerging demand in for instance, green house farming, solar installation, mobile phones repairs, and motor cycle repairs and so on. This was also echoed in RoK (2007).

Youth Polytechnics further fail to differentiate between training for self and wage employment. This leaves graduates from these institutions ill-prepared for either of the two modes of employment. It is vital that youth are for instance trained in skills such as job searching strategies, grooming and negotiation skills for those looking for wage employment, while those going for self employment may need more of customer service, proposal development and book keeping.

Youth Polytechnics and vocational training centres in general are also looked down upon. Parents and youth perceive them as institutions for those who have failed academically or for drop outs. They are not seen as alternatives to acquiring requisite skills to utilize in the labour market. They are therefore not a ready choice for many. This has been exacerbated by failure by the institutions to modernize and market themselves as viable alternatives. Specifically, most of the institutions in Busia did not have adequate trainers in marketable courses like ICT and hairdressing.

Training institutions that were deemed to be better equipped were either privately owned and/or more costly. In addition, a number only recruited secondary level graduates. These include Busia Teachers College, St Thomas Aquinas Diploma Teachers College, Kenya Institute of Management and Nairobi University Extramural College.

The above issues pose extreme challenges to young people from poor backgrounds or from the lower end market. Those who drop out from primary and secondary schools get limited opportunities for skills acquisition. Without skills, chances of actively engaging in the labour market are limited.

In the past, many youth would readily get involved in agricultural activities on family land especially in areas with high agricultural potential. This is no longer feasible since population growth has led to land sub-divisions into economically unviable pieces of land. Most youth in Busia, like those in the rest of the county, are therefore unskilled, unemployed and idle. In the absence of deliberate measures to reverse this situation, older children aged 15-17 years will continue to face this predicament.



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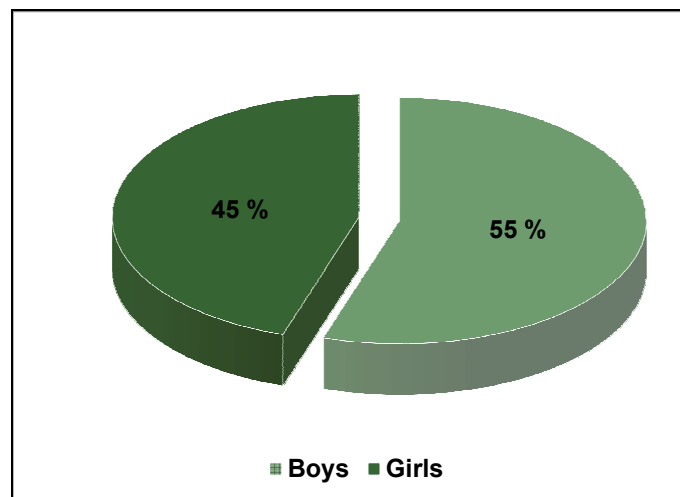
### 3. Situation and needs assessment of older children (15-17 years)

This section documents the situation of older children 15-17 years based on interviews conducted with the target group and a cross-section of stakeholders in Busia and others outside Busia but well versed with the labour market in Busia.

#### 3.1 Background information on the respondents

The sample for this survey was equally distributed in the three divisions of Busia Township, Nambale and Matayos. Of the 150 children respondents, 41 percent were aged 15 years, 27 percent 16 years and 31 percent were aged 17 years. In addition, six focus group discussions were conducted, three with older children and three with parents and/or caregivers. An additional 18 stakeholders participated in this survey as key informants.

**Figure 2: Older children respondents by sex**



As seen in Figure 2, 55 percent of older children interviewed were boys compared to 45 percent girls.

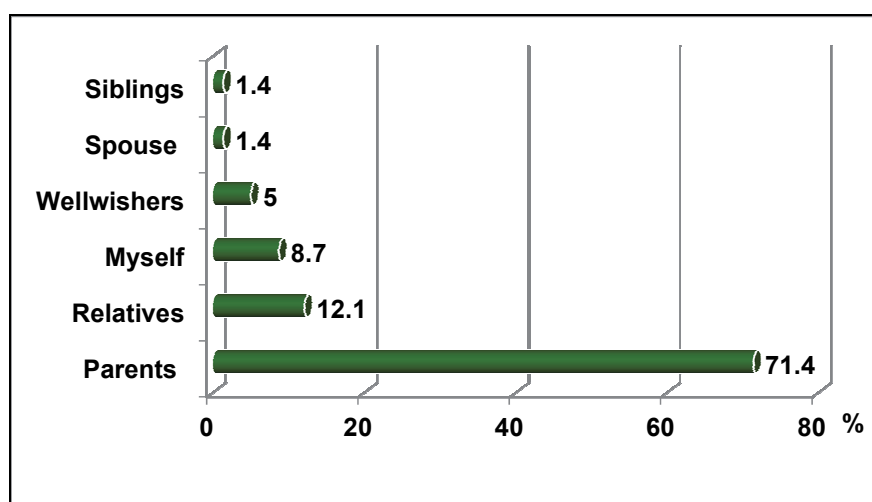
68 percent of the children reported that they lived with their parents. About 22 percent reported that they lived with relatives and well-wishers while a significant six percent reported that they lived alone. Two respondents reported that they lived with the employer while one lived with the spouse.

78.1 percent of the respondents reported that they were in school while 21.9 were out of school. The latter reported that school fees and associated costs of schooling had made them drop out of school. An overwhelming 98.8 percent of children who reported that they were out

of school only had pre-primary or primary as their highest level of education. These had not enrolled for any skills training. One had been to secondary school while another had some vocational training. Additionally, 67 percent of children in school were in primary, 32.1 percent in secondary, and about 1 percent was in vocational training. Over 90 percent of these were consistent in school attendance.

71.4 of the children said their basic needs were provided by their parents as shown in Figure 3. An additional 12.1 percent reported that their needs were met by relatives, while a significant 8.6 percent reported that they were responsible for their own basic needs.

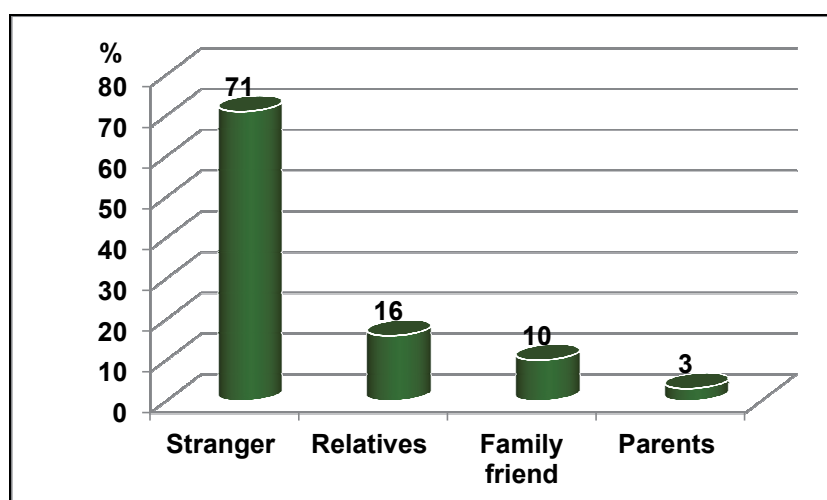
**Figure 3: Provider of basic needs**



Close to half the respondents reported that they had at some point in their lives worked for money. This was reported by 46 percent of the older children interviewed. Asked what work they were engaged in, the older children reported different activities including farm-work, domestic work, and grinding sugar cane as reported by 35.3, 16.2 and 10.3 percent respectively. Other activities mentioned include hotel services, hawking, carpentry, masonry, tailoring, carwash, *bodaboda* business and sand harvesting. Notably, while tailoring and masonry were mentioned as some of the activities the older children were involved in, it is possible that they carried out tasks that required no skills given that almost all of them reported not to possess any skills. Fewer respondents reported that they would still work for economic gain if they got an opportunity as reported by 35 percent.

83.3 percent of the respondents reported that they had worked in wage-employment while 16.7 percent were self-employed. Of those in wage employment, 71 percent were employed by a complete stranger while relatives and family friends respectively had employed 16 and 10 percent. Another three percent reported that their parents had employed them. This is shown in Figure 4.

**Figure 4: Employers of older children**



Survey results further show that close to half or 48.5 percent of employed children earned Kenya shillings 200 (USD 2.5) each week. This translates to KES 33 (USD 0.4) each day assuming they worked for six days each week. Another 29 percent earned between KES 400-1000 (USD 5-12.5), while 17.7 percent earned between KES 200-400 (USD 2.5-5). Only 4.8 percent reported to have been earning more than KES 1,000 (USD 12.5) each week.

The survey found out that children work in poor conditions. In addition, interviews with stakeholders revealed that children were grossly underpaid, evident from their wages, and overworked. This was evident from their wages. They are also often intimidated by their employers who are physically stronger than them and most of them take up work out of desperation.

Cases of over-worked children were reported to be prevalent in the domestic work sector, sand harvesting and farm work. According to people interviewed, children worked under strenuous and risky situations. These included children involved in digging pit latrines or those in masonry. They often worked without protective attire, consequently exposing them to the risk of injuries or death.

### **3.2 Knowledge of the labour market by older children (15-17 years)**

54.7 percent of the older children said they knew other children their age who were working while 45.3 percent reported that they did not know any. According to the respondents, most of the working older children were involved in farm work, domestic work, hawking and sugarcane grinding as mentioned by 33.3, 16.3, 13.8 and 10 percent of the respondents respectively. Other activities mentioned included herding (8.8 percent), carpentry and tailoring (3.8 percent), car washing, maize milling, hairdressing, shop attendants, construction, charcoal burning, waste picking and masonry (1.3 percent) respectively.

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The District Development Plan (DDP) 2008-2012 notes that wage employment accounted for about 45.3 percent household incomes followed by agriculture which accounts for 35.4 percent. Urban self-employment accounted for 7.7 percent while rural self-employment accounted for 3.3 percent.

53.5 percent of the respondents were of the opinion that it was not easy for someone their age to get a job in the county while 46.5 percent felt that it was easy. Some of the jobs they could easily get were farm work (45.5 percent), domestic work (12.1 percent), car washing (7.6 percent) and hawking (6.1 percent). Other activities mentioned were construction works, herding and *boda-boda* (public transport bicycles and motor cycles) respectively, hairdressing and cane grinding respectively.

According to the children, these jobs were easy to get because they were common in the county, (69.1 percent), required no training, (23.6 percent), and that they did not have age limitation (3.6 percent). Other reasons were low or no capital required, as well as the perception that cases of corruption in acquiring such jobs were minimal. Notably, the youth mentioned jobs that required skills such as teaching, mechanics, driving among others as those that were difficult to get with 66.4 of them citing lack of skills and lack of knowledge as the main reasons for this.

This notwithstanding, the older children aspired to develop professional careers. Among the leading career aspirations included medical profession (doctors and nurses), as mentioned by 16.9 percent, teaching (15 percent), engineering (8.1 percent), hair dressing ( 6.1 percent) and driving (5.4 percent). Other career preferences that were mentioned included business/entrepreneurship, catering, mechanic, journalism, law and piloting which scored between 2-3 percent. The rest of the youth aspired to be constructors, broadcasters, lecturers, footballers, political analysts, graphic designers, economists, domestic workers, stock brokers, shop keepers, architects, pharmacists and IT specialists all of which were mentioned by 17 percent of the respondents.

It therefore emerges that youth career aspirations need a complex mix of professional, vocational and artisan skills. In total, vocational and artisan career aspirations registered less than 30 percent of all responses. Youth career preferences were skewed towards traditional professional career lines such as teaching and health-related occupations.

It was noted that training in the agricultural sector was not preferred by the older children. This is despite the fact that agriculture employs over 80 percent of the population in Busia and that it accounts for 35.4 percent of household incomes. Farm work was also mentioned as the activity that employs majority of the older children. This is of significance to this survey as it alludes to a sharp paradox where the activity that employs the majority is not preferred by youth. Either way, the dominance of the agricultural sector is likely to influence the nature of economic activities and opportunities in the area.

Amidst this, 63 percent of the older children interviewed in this study would prefer wage employment, while 37 percent prefer self-employment. This is consistent with findings from the focus-group discussions. To most youths, wage employment was synonymous to

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progress and personal development and as noted in the FGDs, most youth prefer to migrate to Nairobi and other cities in search of wage employment.

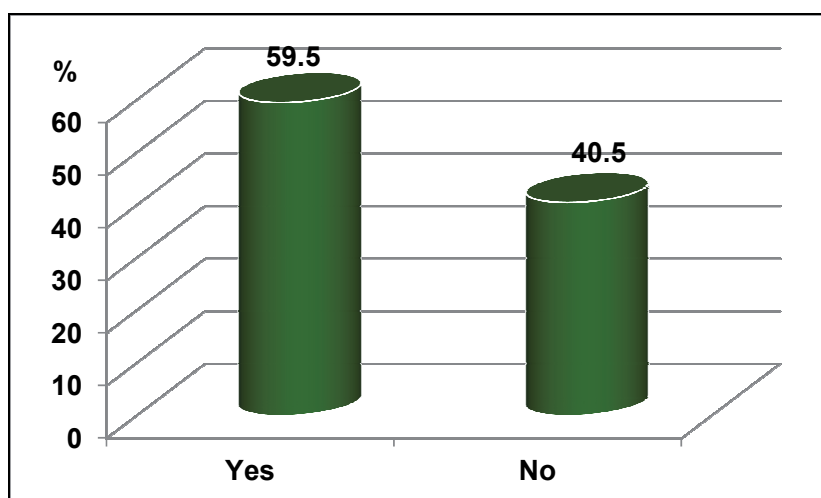
**Figure 5: Preferred form of employment**



### **3.3 Knowledge of skills requirements and training opportunities**

59.5 percent of the respondents said they knew the type of skills or training required for their preferred professions or types of work. Notably, about 40.5 percent did not know as shown in Figure 6.

**Figure 6: Knowledge of course and training required for proffered courses**



Further, 78.8 percent of those who reported that they knew the course or training required for their preferred professions also mentioned that they were aware of where they

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could acquire the skills. About 16.5 percent did not know while another 4.7 percent reported that they were not sure.

When asked to state their choice of training institutions, none mentioned the youth polytechnics or vocational training centres. They either mentioned universities and middle level technical institutions. The respondents further observed that some of the barriers to enrolling in these institutions were lack of tuition fees and associated costs as reported by (78 percent), limited admissions (14 percent) and high grades required for entry (8 percent).

Poverty and inability to pay for education and training was one of the key challenges that has prevented youth in Busia from exploiting training opportunities in the available institutions. Their career aspirations are quite detached from the reality on the ground whereby most aspire for professional careers whose minimum qualification is high grades from the formal education system. As mentioned earlier, most youth drop out of school before they complete secondary level education. At the same time, the local economy is highly dependent on wage employment and agricultural activities.

While meaningful wage employment is yet beyond the reach of many youth in Busia, agricultural related occupations are not popular among them. Notably, a significant amount of land in Busia is under sugarcane. This leaves little space for other agricultural activities in the sugar growing areas.

Youth thus engage in career activities that most did not aspire to get into. There was a worrying lack of knowledge or and interest in youth polytechnics and other vocational training avenues such as apprenticeship. None of the respondents mentioned these as an avenue for acquiring skills training. This could be attributed to the general perception that people have about training in these institutions.

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## 4. Viable economic opportunities for older children (15-17 years)

### 4.1 Introduction

To ensure sustainability in withdrawing children from child labour and worst forms of child labour and ensuring their transition to decent work, viable alternatives that offer decent economic opportunities for older children and youth need to be found. Moreover, mechanisms that can prevent children from falling into labour need to be identified.

This section explores some of the economic opportunities and job creation avenues that older children, youth and their caregivers can exploit. Ultimately, the fight against child labour is the fight against poverty. Nevertheless, structural improvement of the capacity of vulnerable populations to earn a decent livelihood can only complement the enforcement of various laws and regulations.

### 4.2 Identified economic opportunities and job creation avenues

The identified opportunities feature a mix of both conformist economic activities as well as some adventurous options that may as well transform the plight of young people in the district. In line with the ILO strategy, green jobs are also proposed. Notably green jobs and opportunities are not widely known in Busia. A few individuals and groups are nevertheless involved in 'green' economic activities albeit unknowingly. Some of these activities include tree planting, organic farming, making of fireless cookers and rocket stoves, brick moulding and paper recycling.

The survey observed the lack of policy support or tangible incentives for people involved in green jobs<sup>6</sup>. Their operations are therefore still rudimentary yet there were opportunities in modernising activities under green jobs most importantly making them more market oriented. There is therefore need for deliberate efforts in, for instance, building the capacity of people interested in green jobs through training and credit support and further linking them with viable markets for their products. Community sensitisation and awareness creation on green opportunities will nevertheless expose the community to many other viable economic alternatives.

Table 1 summarizes possible employment opportunities and job creation avenues that youth and their families can explore and exploit.

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<sup>6</sup> Jobs are green when they help reducing negative environmental impact ultimately leading to environmentally, economically and socially sustainable enterprises and economies. More precisely green jobs are decent jobs that: Reduce consumption of energy and raw materials, limit greenhouse gas emissions, minimize waste and pollution, protect and restore ecosystems.

**Table 1: Identified economic opportunities and job creation avenues**

Sector	Opportunity	Potential in the opportunity	Knowledge, skills and other support required	Target
Agriculture	Dairy farming-	<ul style="list-style-type: none"> <li>Large population in Busia that offers market for milk, yoghurt, cheese,</li> </ul>	<ul style="list-style-type: none"> <li>Animal husbandry</li> <li>Knowledge of the target market</li> <li>Marketing</li> <li>Book keeping</li> <li>Technical support from Ministry of livestock</li> </ul>	Youth, parents
	Kienyeji ( <i>Free range</i> ) Chicken	<ul style="list-style-type: none"> <li>Chicken is a delicacy in the region and country.</li> <li>Demand for Kienyeji chicken is un-met</li> <li>Production and sale of eggs</li> </ul>	<ul style="list-style-type: none"> <li>Skills in poultry rearing</li> <li>Marketing</li> <li>Book keeping</li> <li>Technical support from Ministry of livestock</li> </ul>	Youth, Parents
	Fish Farming	<ul style="list-style-type: none"> <li>Area is a major source of fish from lake Victoria, thus a known source of fish</li> <li>Fish stable food in the region</li> </ul>	<ul style="list-style-type: none"> <li>Fish Keeping and processing</li> <li>Technical support from Ministry of Fisheries</li> </ul>	Youth, Parents
	Green house and horticulture farming	<ul style="list-style-type: none"> <li>High demand for vegetables</li> <li>Large export market</li> <li>High demand for traditional vegetables e.g. Murenda</li> <li>Lots of land under sugarcane cultivation thus demand for food crops.</li> </ul>	<ul style="list-style-type: none"> <li>Agronomic practices</li> <li>Green house technology</li> <li>Marketing</li> <li>Technical support from Ministry of Agriculture</li> </ul>	Youth, parents
Value addition in Agriculture	Milk packaging, yogurt, cheese processing	<ul style="list-style-type: none"> <li>Large demand for products</li> <li>Low capital requirements</li> </ul>	<ul style="list-style-type: none"> <li>Food processing</li> <li>Packaging</li> <li>KEBS certification</li> <li>Technical support from Ministry of Agriculture (home economics Department)</li> </ul>	Youth,
	Fish marketing storage and processing	<ul style="list-style-type: none"> <li>Currently fish sold raw</li> <li>Storage facilities are inadequate</li> <li>Fishermen often not the sellers</li> </ul>	<ul style="list-style-type: none"> <li>Food processing</li> <li>Marketing</li> <li>Technical support from Ministry of Fisheries and agriculture</li> </ul>	Youth, parents
	Vegetable drying and packaging	<ul style="list-style-type: none"> <li>Improve storage of vegetables</li> <li>Ability to widen the market</li> </ul>	<ul style="list-style-type: none"> <li>Food processing</li> <li>Packaging</li> <li>KEBS certification</li> <li>Ministry of Agriculture (home economics department)</li> </ul>	Youth,
Manufacturing	Carpentry	<ul style="list-style-type: none"> <li>Un-met demand for furniture</li> <li>Opportunity for wage and self employment</li> </ul>	<ul style="list-style-type: none"> <li>Carpentry and Joinery</li> <li>New designs</li> </ul>	Youth/parents
	Welding	<ul style="list-style-type: none"> <li>Opportunity for wage and self employment</li> </ul>	<ul style="list-style-type: none"> <li>Welding and fabrication</li> </ul>	Youth
	Panel beating	<ul style="list-style-type: none"> <li>Opportunity for wage and self employment</li> <li>High demand for service</li> </ul>	<ul style="list-style-type: none"> <li>Panel beating and spray painting</li> </ul>	Youth

Sector	Opportunity	Potential in the opportunity	Knowledge, skills and other support required	Target
	Soap Making	<ul style="list-style-type: none"> <li>Demand for soap is high</li> </ul>	<ul style="list-style-type: none"> <li>Skills in Soap making</li> <li>Marketing</li> </ul>	Youth/parents
Service	Mechanic	<ul style="list-style-type: none"> <li>Vehicle population is increasing</li> <li>Influx of motor cycles in the market</li> </ul>	<ul style="list-style-type: none"> <li>Motor vehicle mechanics, driving</li> </ul>	Youth
	Electrician	<ul style="list-style-type: none"> <li>Demand is high as construction soars</li> <li>Opportunity for self employment</li> <li>Repairs of electronic goods as use increases with rural electrification, use of mobiles and computers.</li> </ul>	<ul style="list-style-type: none"> <li>Electrical installation &amp; Electronics</li> </ul>	Youth
	Hairdressing/ Saloon, Barbershop	<ul style="list-style-type: none"> <li>Low capital requirements</li> <li>Demand for service is high</li> </ul>	<ul style="list-style-type: none"> <li>Hairdressing and Beauty therapy</li> </ul>	Youth
	Construction	<ul style="list-style-type: none"> <li>Construction boom across the country</li> </ul>	<ul style="list-style-type: none"> <li>Building Technology</li> <li>Health and Safety standards</li> </ul>	Youth
	Hotels & Guest houses	<ul style="list-style-type: none"> <li>Busia Town is a border town with high demand for the service</li> </ul>	<ul style="list-style-type: none"> <li>Hospitality training</li> <li>Housekeeping</li> </ul>	Youth
	Domestic work	<ul style="list-style-type: none"> <li>Demand is high in towns</li> <li>New regulations in the sector</li> <li>Many actors in the area not formally trained</li> </ul>	<ul style="list-style-type: none"> <li>Housekeeping</li> <li>First Aid</li> <li>Labour laws on contracting, OSH</li> </ul>	Youth
	Green grocery	<ul style="list-style-type: none"> <li>Demand for green vegetables, cereals etc is high especially in the municipality</li> </ul>	<ul style="list-style-type: none"> <li>Quality standards,</li> <li>Customer service</li> </ul>	Youth/parents
	Transport	<ul style="list-style-type: none"> <li>Opportunity for group based investment in motorcycles, bicycles etc</li> </ul>	<ul style="list-style-type: none"> <li>Group dynamics,</li> <li>Savings</li> <li></li> </ul>	Youth
ICT	Cyber services such as printing, typing, photocopies	<ul style="list-style-type: none"> <li>Demand for services is increasing as people embrace ICT</li> <li>Demand for typing, printing and copying services from college students</li> </ul>	<ul style="list-style-type: none"> <li>ICT skills</li> </ul>	Youth groups
	ICT related services	<ul style="list-style-type: none"> <li>Photography, music production, video recording</li> </ul>	<ul style="list-style-type: none"> <li>Media production</li> <li>ICT Skills</li> </ul>	Youth
	ICT Training	<ul style="list-style-type: none"> <li>Demand for ICT trainers</li> <li>Training in online trading</li> <li>Business process outsourcing</li> </ul>	<ul style="list-style-type: none"> <li>ICT Skills</li> <li>ICT trading</li> </ul>	Youth
Green Jobs	Water harvesting	<ul style="list-style-type: none"> <li>Kenya generally faces water scarcity</li> <li>Water selling is common in almost all cities</li> </ul>	<ul style="list-style-type: none"> <li>Water storage</li> <li>Marketing</li> <li></li> </ul>	Youth/parents
	Planting of tree seedlings	<ul style="list-style-type: none"> <li>Drive towards re-forestation of forests thus high demand for seedlings</li> </ul>	<ul style="list-style-type: none"> <li>Tree nursery management</li> </ul>	Youth/ Parents

Sector	Opportunity	Potential in the opportunity	Knowledge, skills and other support required	Target
		<ul style="list-style-type: none"> <li>Existing demand for export of fruit tree seedlings for example to Rwanda</li> </ul>	<ul style="list-style-type: none"> <li>Grafting</li> </ul>	
	Brick making	<ul style="list-style-type: none"> <li>Bricks common type of building materials</li> <li>Raw materials easily available</li> </ul>	<ul style="list-style-type: none"> <li>Brick making technology</li> </ul>	Youth, Parents
	Paper recycling	<ul style="list-style-type: none"> <li>Adequate papers for recycling</li> </ul>	<ul style="list-style-type: none"> <li>Recycling technology</li> </ul>	Youth
	Making of fireless cookers and rocket stoves	<ul style="list-style-type: none"> <li>Energy saving and less costly to use</li> </ul>	<ul style="list-style-type: none"> <li>Skills in making the cookers and stoves</li> <li>Marketing</li> </ul>	Youth
	Organic farming	<ul style="list-style-type: none"> <li>Increasing demand for organic products</li> </ul>	<ul style="list-style-type: none"> <li>Skills in organic farming</li> <li>Market identification and marketing of products</li> </ul>	Youth, Parents
Waste management	Waste management especially in urban areas including scrap metal	<ul style="list-style-type: none"> <li>Increased population leading to more waste generation</li> </ul>	<ul style="list-style-type: none"> <li>Skills in waste handling and waste management</li> <li>Licensing requirements by NEMA</li> </ul>	Youth
Entertainment and others	Singing, music and entertainment	<ul style="list-style-type: none"> <li>Common and popular among youth</li> <li>Demand for entertainment during wedding and other functions</li> </ul>	<ul style="list-style-type: none"> <li>Composition of music,</li> <li>Entertainment Skills</li> <li>Copy rights</li> </ul>	Youth
	Art (Sculpturing, drawing, designing)	<ul style="list-style-type: none"> <li>Good demand for artefact</li> <li>Crafts, design of jewellery etc</li> </ul>	<ul style="list-style-type: none"> <li>Basic knowledge relevant to the talent in the numerous areas</li> </ul>	Youth
	Sports	<ul style="list-style-type: none"> <li>Good pay for sportsmen and women such as athletes and footballers</li> </ul>	<ul style="list-style-type: none"> <li>Support for and nurturing of sports among youth</li> </ul>	Youth

The above opportunities are mainly non-professional occupations. This is in contrast to the preferences that older children gave as their ideal occupations. While the mentioned professional courses may have been their dream jobs, they may have realised that most of those are scarce in the region and in the country for people that are ill equipped with formal education and requisite skills. This is the reason why the opportunities identified are the locally available and easily accessible to those with basic training. Training for these opportunities is also cheaper and shorter compared to professional training.

Further, most of the activities are suitable to both youth and parents or caregivers. They are also suitable for individuals or for groups. However, the reality on the ground is that group-based activities are more preferable. They allow more people to pool resources promote mutual accountability and distribute risks among many people thus reducing the impact of any loss on an individual. Groups are also more attractive for funding purposes.

In light of the above, there is opportunity for training parents and supporting them in establishing income generating activities through existing village or community based groups in

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from those listed above or in expanding the activities they undertake, consequently increasing their incomes. Youth should also be encouraged to initiate group-based activities.

### **4.3 Skills requirements, providers and skills training gaps**

Evidently, specific opportunities will require tailor made training. This is based on the understanding that older children and youth do not have the necessary skills to take up the selected opportunities. Beyond this, older children will also require entrepreneurial skills. Essentially, this should cover the basics of business management such as bookkeeping, marketing, customer care, savings and maintenance of stable quantities.

Given the target group and the nature of training required, youth polytechnics and trainers through apprenticeship programmes in the informal sector should form the dominant providers of training. They are cheaper, easily accessible and in some cases, their training programmes can be flexible and would allow the older children to perform other duties.

In addition, the SNAP project could forge synergies between the youth polytechnics and the informal sector. This could strategically position the youth polytechnics to deliver theoretical training while players in the informal sector offer practical lessons. Capacity building on occupational safety and health and workers' rights would none the less be essential especially for informal sector workers.

This notwithstanding, there is need for deliberate efforts to ensure closer linkages between training at this level and formal skills training programmes. Stakeholders interviewed, as well as the older children who stated that their dream careers were in professional jobs, echoed this need.

Ideally, failure to join secondary school, university or other technical training institutions should not spell doom for the youth. Youth Polytechnics and vocational training centres should act as alternative avenues to attaining the desired career goals. This is possible where there is a systematic progression of youth training at this level to technical institutes and finally to the universities. The basic grade tests should propel capable students to higher levels of training. This linkage is currently not clear or known to the public.

To support this linkage, youth polytechnics and vocational training centres should be encouraged and equipped to offer quality and market-oriented skills. They for instance need equipment commensurate to modern technology, adequate, trained and well-remunerated trainers, general renovation and deliberate efforts to broaden the curricular to include emerging courses such as ICT related courses, mobile phone repairs, motor cycle repairs, solar installation, green house technology and so on.

The institutions, like the universities, should be encouraged to adopt flexible schedules, which allow for evening classes and short courses to boost enrolment among working youth. Finally, they need to be aggressively marketed as viable training institutions. This process will go a long way to change the negative opinion that people hold of the institutions.

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The survey however notes some significant progress in supporting the capacity of youth polytechnics thanks to efforts by the Government through the Ministry of Youth Affairs and Sports in which docket the institutions fall.

#### **4.4 Youth transition to decent work**

Inadequate skills are a major barrier to decent work. Unskilled youth often have no choice of the work they can do. All they look for is an opportunity to earn a living, as long as one has the strength to carry out the work. Ideally, children require support through formal education broadens their range of options in choosing a career path. However, not all sail through the formal education system for various reasons mentioned earlier. Equipping youth with basic specialised skills is therefore the first step in increasing their chances to engage in productive and decent livelihoods. Training should nevertheless be market-oriented and structured in a way that is suitable to the needs of youth.

Additional training will be required to either enable them start and manage their own business or prepare them for wage employment. This can be done through training in relevant life skills. Skills for wage employment may include curriculum vitae development, job searching strategies and grooming while those for self-employment may include proposal development, bookkeeping, customer care, start and improve your business (SIYB) etc.

Additionally, start up capital is a key barrier to youth enterprises. There is need to either support youth with start up kits, or link them with institutions that offer such services. Moreover, youth need to be encouraged not to shy away from credit facilities. This may be addressed through peer visits to other groups in the same area that have good practices in borrowing.

Beyond the youth targeted interventions, there is the obvious need for stepping up sensitisation of the public on child rights and labour laws. Exploitation of children and workers largely results from limited knowledge and awareness, especially in the informal sector. The sensitisation should go hand in hand with strict enforcement of various laws on employment and other labour issues.

A key challenge to decent employment for youth however lies in the provisions of Employment Act and the Children Act. While employment laws allow for the employment of children aged 16 years and above, the Children's Act defines a child to be someone aged below 18 years.

In Kenya, one can only get an Identification Card (ID) upon attaining the age of 18. This means that younger people (specifically older children 16-17 years), though allowed to work under the employment Act, are not legally contracted, by virtue of lack of an identity card. They are in most cases employed secretly. This makes them more vulnerable to being under-paid, over-worked and abused. Transition of youth to decent work will therefore require more clarity and reconciliation of the relevant laws.

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## 5. Social protection schemes

### 5.1 Introduction

Social protection can be viewed as interventions that assist poor people, households and communities to reduce their vulnerability by managing risks associated with livelihoods better (World Bank 2001). Oduro (2010) notes that the focus on social protection must extend beyond better management of risks, to include people and groups which have difficulties in making ends meet. This could happen because of their age, disabilities, or they may have slipped into poverty due to some reasons.

Social protection has indeed been recognized as a human right. According to article 22 of the Universal Declaration of Human Rights of 1948, *“everyone, as a member of society, has the right to social security”*. Further article 9 of the 1966 International Covenant on Economic, Social and Cultural Rights also refers to *“the right of everyone to social security, including social insurance”*. ILO has similarly developed a series of Conventions on social security, the core being ILO Convention No. 102 of 1952, which is generally regarded as a primary international standard and instrument for defining and extending social security. The Convention includes minimum requirements for coverage and cash benefit rates.

Besides these provisions, social protection has also been a prominent issue in international forums. It was, for example, the central theme at the World Summit for Social Development held in Copenhagen in 1995, where governments committed themselves to *“develop and implement policies to ensure that all people have adequate economic and social protection during unemployment, ill health, maternity, child-rearing, widowhood, disability and old age”*.

### 5.2 Social protection in Kenya

Social Security Schemes in Kenya are limited to formal sector workers. These include pension schemes that cover about 15 percent of the labour force, National Social Security Fund (NSSF), occupational schemes and health insurance schemes such as the National Hospital Insurance Fund (NHIF). Besides limited coverage of workers in the informal sector, some of the premiums paid in some of the schemes such as the NHIF remain high for the poor. This locks out most vulnerable people out of these schemes. Other key social support mechanisms in place include the OVC cash transfer which covered just about 400,000 people in 2010, cash transfer to elderly that reached about 33,000 people in 2010. The coverage for both is low given that for example the estimated number of vulnerable children in Kenya is 2.4 million (World Bank, 2009).

This notwithstanding, Kenya has a draft social protection policy whose objective is to improve the coordination, impact, scope and effectiveness of social protection interventions so

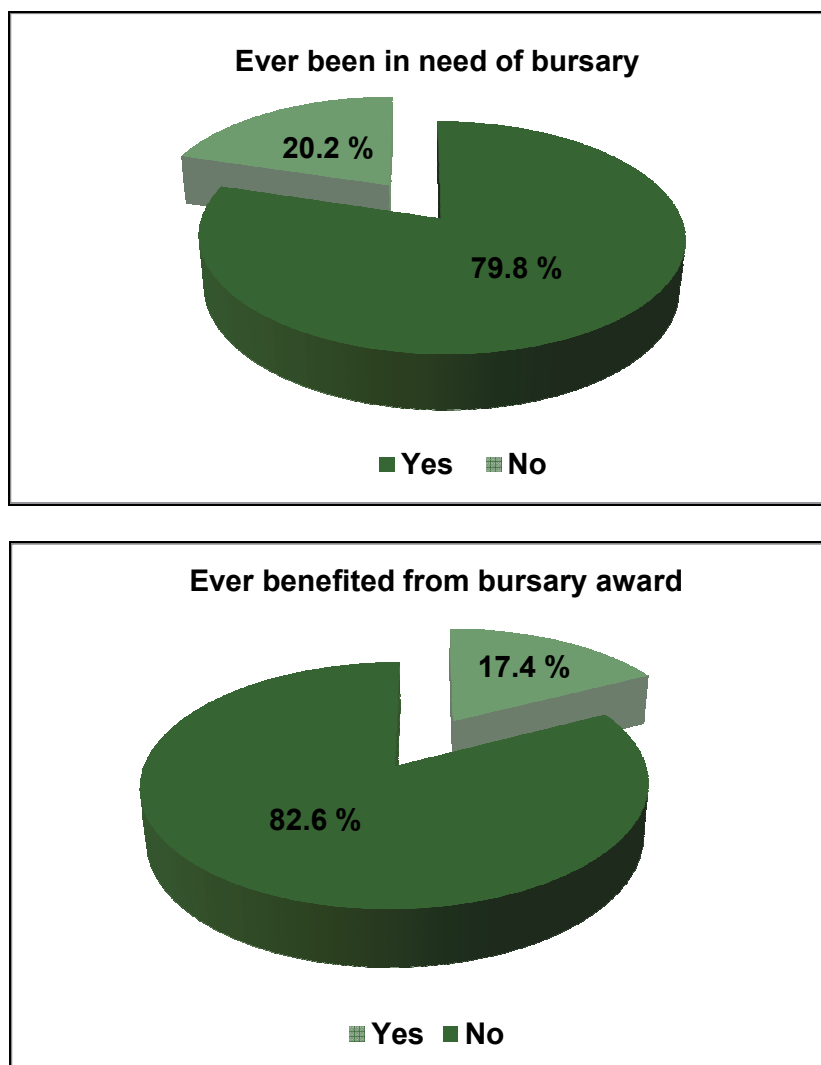
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as to create a social protection framework for all citizens. A number of reforms are also underway, aimed at expanding the reach by some of these schemes.

### 5.3 Social Protection in Busia

The survey sought to establish the older children's understanding of and access to basic social assistance programmes in their locality. The first was education bursaries. 74 percent of the older children had heard of education bursaries while a significant 26 percent had not. About 80 percent reported that they or a member of their family had at some point in their education life been in need of a bursary. Only 17 percent of these reported to have benefited from a bursary fund as shown in Figure 7. This confirms the low level of accessibility to bursaries in Busia.

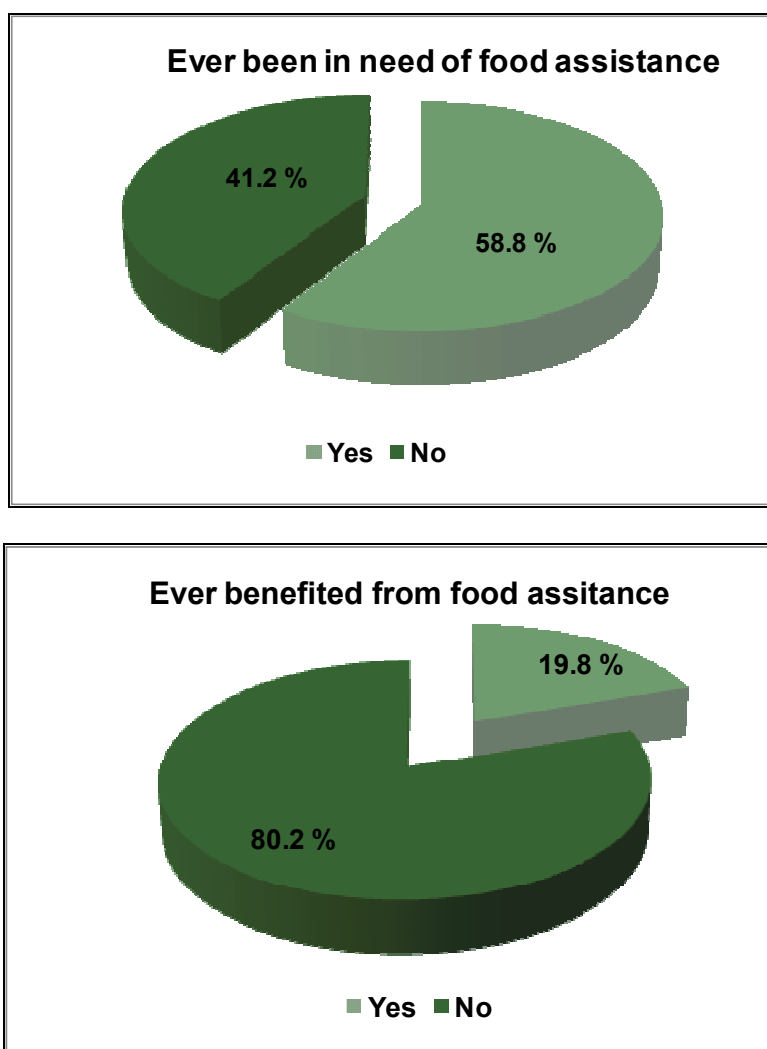
**Figure 7: Need and access to education bursary**



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Similarly, 58.8 percent of older children reported that they or a member of their family had been in need of food assistance at some point in time. However, just about 20 percent of these reported that they received any assistance as shown in Figure 9.

**Figure 8: Need and access to food assistance**



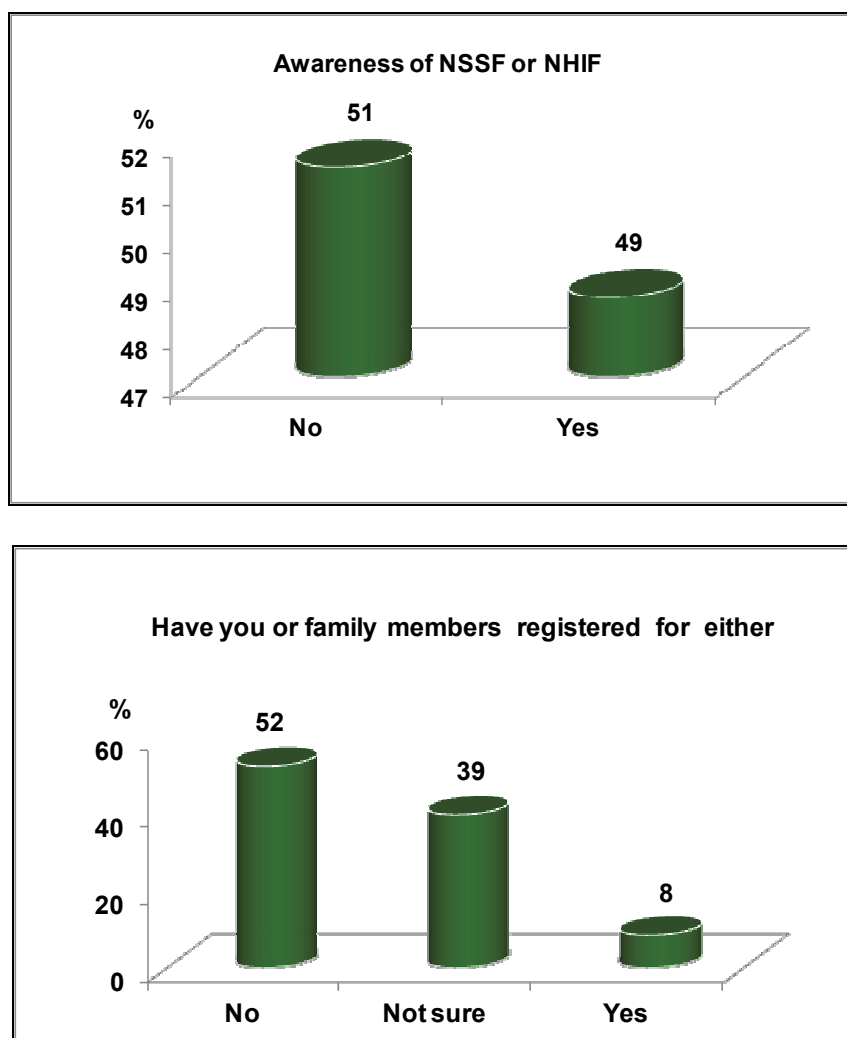
Bursaries and food assistance are ordinarily available from various actors including Constituency Development Fund (CDF), NGOs, Government and religious organizations.

Statutory Social Protection Schemes feature the National Social Security Fund (NSSF) and National Hospital Insurance Fund (NHIF). These mainly target people in formal employment though they remain open to self-employed persons and retirees.

49 percent of the respondents reported that they had heard of the two while 51 percent had not. This awareness had not essentially led to utilisation of both NHIF and NSSF by a majority of the Busia residents. Only 8.5 percent of the respondents reported that they or

their family members had registered with either of the two schemes. Another 39 percent were not sure if anyone had registered as shown below. According to Future Group (2007), there are no clear guidelines on public sensitisation on the benefits of these schemes and thus public participation has been minimal.

**Figure 9: Awareness and utilisation of social protection schemes**



In addition, people in Busia also benefited from other social assistance programmes, whose coverage, according to government officers interviewed, was low. Key among these programmes includes cash transfer programmes for orphans and vulnerable children (OVC-CT), which reached about 3,000 households at the time of this survey and cash transfer to elderly persons, both of which are under the Ministry of Gender, Children and Social Development. OVC-CT allocates about KES 4,000 (USD 50) to each household each month, while the cash transfer for elderly allocates KES, 1,500 (USD 18.75).

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Others include APHIA Plus<sup>7</sup> program by USAID which caters for 18,400 OVCs in Busia district, *Njaa Marufuku* (put an end to hunger) program under the Ministry of Agriculture, which targets the extremely poor and vulnerable groups in the communities. The program aims at increased agricultural productivity, food utilization, agro-processing, value addition, health and nutrition improvement, water harvesting and conservation of the natural resources.

Outside the government structure, there are many informal arrangements that also offer social protection. These include merry-go-rounds, social groups, self-help groups and clan/family arrangements, which serve to mitigate the effects of emergencies such as medical bills, death, etc. Others are formed by people in common businesses, with an objective to offering mutual support including financial support for business expansion, or support in cautioning members against business shocks. In addition, the African extended family system offers a significant component of social protection. Unfortunately, this system is slowly breaking down as family members separate and poverty takes its toll on the common person. This makes it hard for people to continue supporting each other except in times of extreme need.

Finally, Busia has many registered women and youth groups. The district development plan (2008-2012) for instance documented that registered women groups were 1,026 while youth groups were 277. These groups are formed for mutual benefit of members and being registered, they qualify to apply for some of the government support mechanisms such as Youth and Women Enterprise Funds. Interviews with officers from the Ministry of Gender, Children and Social Development however noted that many organisations were inactive. 14 percent of older children interviewed reported that they were members of a youth welfare group.

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<sup>7</sup> APHIA *plus*, is a five-year project funded by USAID for comprehensive health service delivery to improve the health of Kenyans. It focuses on two result sectors – service delivery and social determinants of health.



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## 6. Summary, conclusions and recommendations

Busia County is one of the poor counties in Kenya with a poverty rate of 66 percent compared to a national average of about 47 percent. Child labour is prevalent as children neglected by their impoverished parents and caregivers while others orphaned at an early age, go out to look for food for themselves and at times for their younger siblings, ailing parents and so on.

Such children work in farms, hawk paper bags, groundnuts and sweets on the streets of main towns, wash trucks and cars by the roadside, pick waste and re-usable materials and so on. In the worst case scenarios, young girls and boys are involved in sexual exploitation and sale of illicit brews.

School drop out after primary school level is worrying. According to county fact sheets published by USAID<sup>8</sup>, 72 percent of the population has primary education. This drops to about 10 percent for people with secondary education. Consequently, there are large numbers of unskilled, unemployed and idle youth. This negatively influences the growth of the county and the country at large.

Education and training policies have not been successful in addressing the needs of the youth. Much of the focus has been on boosting enrolment in primary schools and lately in secondary schools. Little attention has gone towards the training of children who drop out from formal schools. These youth enter the labour market ill equipped which lands them to exploitative and indecent types of work.

While youth polytechnics should serve to train such youth, their utilisation is low. This is because of high costs of training, outdated skills courses on offer, limited capacity in training facilities and equipment, inadequate staff and a general perception that youth polytechnics serve those that fail in the formal education system. A few people enrol for apprenticeship training while majority train on the job.

In addition, formal social protection is largely unutilised by the people in the lower end market in Busia. Informal arrangements and groups nevertheless exist which serve to mitigate members against shocks such as those arising from death or hospitalisation.

The foregoing shows that skills' training alone was inadequate in ensuring decent work for older children and youth. Besides training, youth need additional support including support for the broader socio-economic rights and needs such as food, shelter, formal education and so on. The need to support caregivers who will in turn support their children through skills training cannot be over-emphasized. This offers a more sustainable strategy for systematically reversing

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<sup>8</sup> Visit [www.kenya.usaid.gov/busiacycounty](http://www.kenya.usaid.gov/busiacycounty).

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the plight that youth currently find themselves. To achieve this sustained improvement in opportunities and avenues available for the youth the labour market survey recommends that,

1. Considerable efforts and investments in supporting parents and caregivers to improve their incomes and general welfare will be inevitable. While the project actively addresses the plight of the already vulnerable older children, younger children in the same families and community must be prevented from falling in the same predicament. They will need support in their education while their parents require further support aimed at improving their incomes and livelihoods. This may be through support for Income Generating Activities, capacity building and sensitisation on other sources of support accessible and available to them.
2. More broadly, sensitisation and awareness creation among the public is welcome. This should focus on child rights, child protection laws and general child protection issues. Sensitisation messages may be delivered through the media, presentations in schools, religious and public gatherings.
3. Strict enforcement of laws and regulations on child protection, employment, occupation safety and health should follow massive awareness creation. This project will therefore need to work closely with the line ministries, ILO tripartite partners and their affiliates in the county to ensure enforcement of laws and regulations.
4. Lack of harmony between the Employment Act and other laws needs to be addressed. The target group is 1-3 years below the age of 18, age at which they can access their identity card. An ID is central in youth transition to decent employment, because without it, formal contacting of youth would continue to be a challenge.
5. There is need to lobby and support the government through the Ministry of Youth Affairs to restructure the youth polytechnics. Besides general improvement in the physical infrastructure, the institutions need qualified and well-remunerated trainers, market oriented and emerging courses, and flexible training schedules that allow youth to train conveniently.
6. Training in the youth polytechnics will add more value if it clearly links to diploma and higher levels in a manner that allows for systematic progression from the trade level. An apprenticeship trainee, for instance, should have a clear opportunity to further their Grade 3 certificate through a well-known clear progression path, into diploma level and beyond.
7. This project will add value by encouraging the establishment or strengthening of community structures such as youth, women and self-help groups. These will serve to mobilise capital, spread the risks and act as a basis for social protection among the members.
8. ILO and its partners will need to play a strong role in lobbying the government to stretch formal social security systems further, so that they may reach workers in the informal sector and the unemployed. Though NSSF and NHIF are open voluntary contributors, the structures are still too formal and unreachable by actors in the lower end market.

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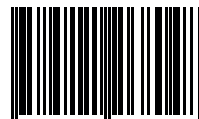


**International Programme on the Elimination  
of Child Labour (IPEC)**

**ILO Dar es Salaam Country Office for the United  
Republic of Tanzania, Kenya, Rwanda and Uganda  
P.O. Box 9212 Dar es Salaam - Tanzania  
Tel: +255 22 2196700 - Fax: +255 22 2126627  
Email: [daressalaam@ilodar.or.tz](mailto:daressalaam@ilodar.or.tz)  
[www.ilo.org/daressalaam](http://www.ilo.org/daressalaam)**

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