Yes Youth Can! North Eastern Region (YYC! NER) Project

Youth Employment and Civic Engagement Survey

January 2015

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Yes Youth Can! North Eastern Region Kenya: Youth Employment and Civic Engagement

Background and Analysis Plan

The Yes Youth Can! North Eastern Region Youth Employment (YES) and Civic Engagement Survey (CES) was implemented with YYC! NER youth in three counties: Garissa, Wajir, and Mandera. While baselines were originally implemented in all three counties, ceiling effects required revision of the tool, making comparison to a baseline difficult in Garissa and Wajir, where youth took the final versions of the YES and CES only at endline, while Mandera youth took both a baseline and endline YES. Garissa and Wajir youth were asked about employment outcomes before their participation in the project using a question that gathered recall data about youth's previous employment situations. Mandera youth received the surveys at baseline and endline, though a cross-sectional design was used whereby different Mandera youth at baseline were surveyed than the Mandera youth surveyed at endline. A summary of the different designs used for the counties is below:

- *Garissa and Wajir*: A post-test only design in which youth were asked about current and prior work situations.
- *Mandera*: A pre/post cross-sectional design in which youth were asked about work situations at both moments.

Sampling. A sample of youth in each county was selected to take the surveys through convenience sampling, whereby all youth were invited to participate in the survey and only those who arrived at the survey location on the day of the survey took the survey.

Limitations. The sample was a convenience sample, limited to youth who arrived to take the survey when invited; thus, youth in the sample may be different from youth who did not show up to take the survey when invited in key ways. For example, youth who took the survey may be more conscientious than youth who did not. If this is the case, then findings may be biased upward, skewing the results towards more positive findings.

Additionally, where youth were asked to recall information from before they participated in YYC!, answers might be inaccurate as youth may struggle to remember. Further, when asked to compare their situation now with their situation before YYC! NER, there is likely to be positive bias.

Analysis Plan. Because the study design for Garissa and Wajir is different from the study design for Mandera, this analysis proceeds in two ways:

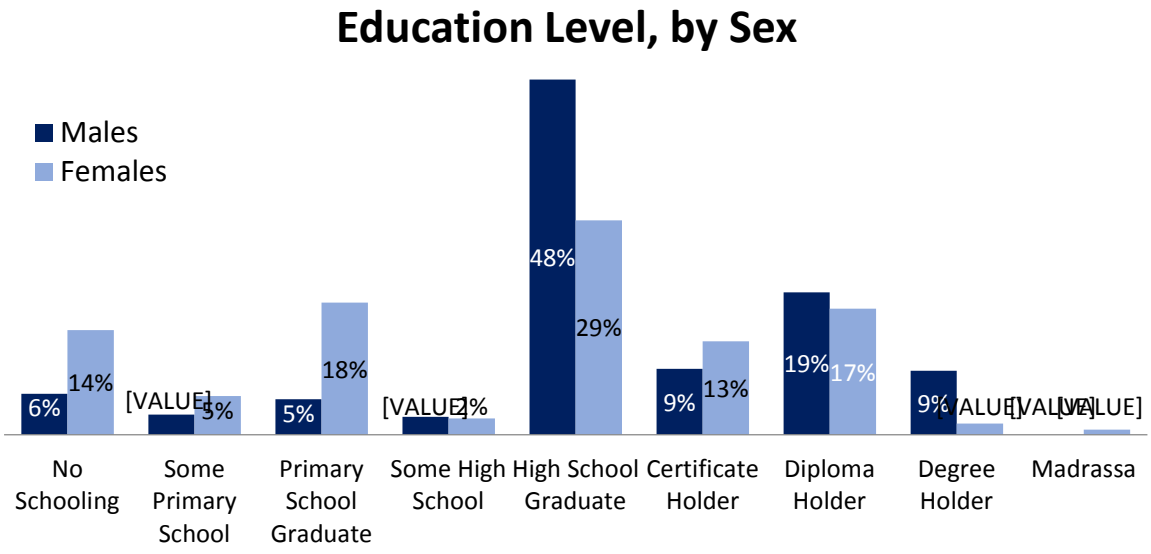
- Analysis of the whole sample's employment and civic engagement outcomes.
- Analysis of Mandera youth's quality of employment and civic engagement gains.

Each section is analyzed so that results can be generalized to the entire population of males and females who participated in YYC! NER. Specifically, for the first section that analyzes the entire sample of youth from all three counties, data is weighted by sex to generalize to the full population of YYC! NER youth. For the second section, in which Mandera youth alone are analyzed, Mandera youth's data is weighted separately by sex so that results can be generalized from this group to the entire population of YYC! NER youth since county population data was not available.

Demographics of Youth from All Counties

Youth from the whole sample (including all three counties) at endline had an average age of 23 (with a maximum age of 38 and a minimum of 16). A slight majority of youth (53.7%) were male, and youth had varying levels of education, as displayed in figure 1 below. Disaggregating education data by sex reveals that males have higher levels of education, on average, than females (statistically significant at $p<.001$). The majority (68%) of youth were single, with 29% married, 2.5% divorced, and 0.5% widowed. The sample was nearly evenly split between the three counties, with 36.3% of the sample at endline coming from Garissa, 30.8% from Wajir, and 32.9% from Mandera.

Figure 1: Education Level by Sex



Findings: New and Better Employment for Youth in All Counties

Youth in all three counties were asked questions to try to ascertain whether they had new employment or, if not, whether the quality of their employment had changed since they began their participation in YYC! NER.

New Employment. To discover the number of youth with new employment, youth from all three counties were asked at endline whether they had been working for pay since participating in YYC! NER and whether or not they had worked before YYC! NER. At endline, 27.2% (116 out of 427 youths in the sample who responded to employment questions) youths indicated that they had been working for pay in the six months since participating in YYC! NER. Disaggregation by sex shows that 27.1% of males at endline and 27.4% of females at endline had employment, not a statistically significant difference (p=.935).

Of these youths with employment at endline, 39% (45 youth in the sample) indicated that they had not had work before YYC! NER, indicating that **10.5% of all youth were newly employed after participating in YYC! NER**. **Of these youth, 67.7% were male and 32.3% were female.**

Better Employment. To learn the number of youth who had experienced a change in the quality of employment even if they had already been working before YYC, youth who were working before YYC! NER were asked to compare their work situation at endline to their work situation before YYC! NER. Of the youth who were working at endline, 60.8% (70 youth in the sample) indicated that they were working before YYC! NER. Of those youth, 30% (21 youth in the sample) indicated that their current work situation was a little better or much better than their previous work situation. **Thus, 5% of the whole sample found better employment; of these youth, 66.7% were male and 33.3% were female**. The table below presents these findings from the sample and extrapolates them to the population of YYC! NER youth.

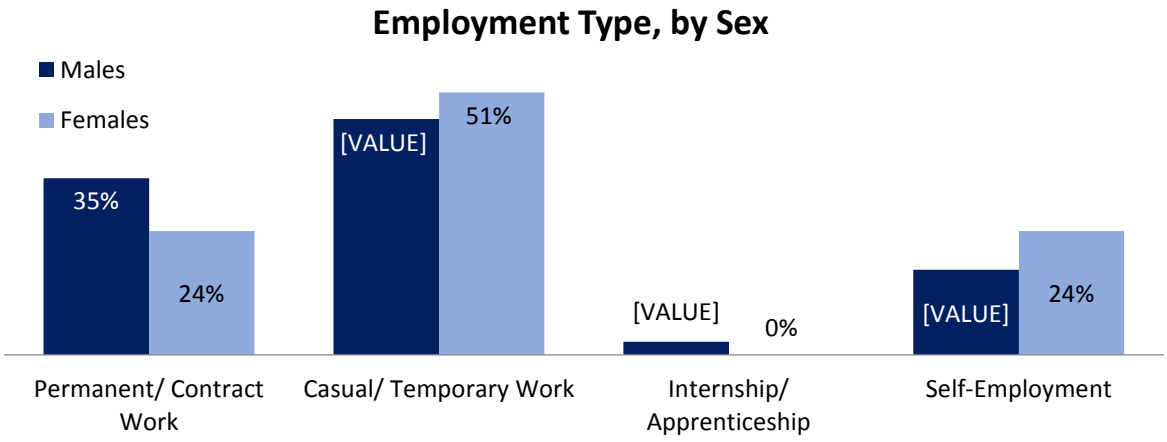
Table 1: New and Better Employment Indicator Findings

Employment Indicator	Number in Sample	Percent of Whole Sample	Number in YYC! NER Population[1]
New Employment	45 (30 males; 15 females)	10.5% (67.7% male; 32.3% female)	**2,573 (1742 males; 831 females)**
Better Employment	21 (14 males; 7 females)	5% (66.7% male; 33.3% female)	**1225 (817 males; 408 females)**

[1] Numbers in this column are produced by extrapolating findings from the sample onto the population. However, because the sample was not randomly selected, these numbers could be biased upward or downward. For example, more motivated youth might have shown up for the survey, but these youth may also be more likely to have employment, in which case the population number of employed youth would be biased upward. Alternatively, if more youth without jobs showed up to take the survey because they had more time, then the population number of employed youth would be biased downward.

Employment Type. Of all 116 youth in the sample who were working at endline, 115 indicated whether their work was permanent/contract work, casual/temporary work, an internship or apprenticeship, or self-employment. Casual/temporary work was the most frequently reported type of work, with 48.7% of the sample indicating that they have casual or temporary jobs. 29.6% indicated they had permanent employment, with 20% self-employed and just 1.7% in internships or apprenticeships. Employment type is disaggregated by sex in the figure below in descending order of level of formality, though, on average, there is no statistically significant difference in level of formality of employment between males and females.

Figure 2: Employment Type by Sex



Findings: Civic Engagement for Youth in All Counties

To learn how YYC! NER youth view the value of civic engagement in their communities, evaluators asked youth to rate themselves in five areas on a civic engagement survey:

- *Bunge Activity*. Youth were asked to indicate how involved they are in their bunges.
- *Competence for Civic Action*. Using a five point scale with options from "I definitely can't" to "I definitely can," youth were asked to indicate how much they felt able to engage in civic action and express their political views.
- *Civic Engagement.* Youth were asked to rate the frequency of their involvement in specific civic activities on a 4-point scale with options ranging from "never" to "frequently." Then, youth were asked to rate the depth of their engagement using a 5-point scale ranging from "No, I would never do this" to "Yes, often."

- *Political Efficacy*. In this section, youth used a 5-point scale ranging from "Strongly disagree" to "strongly agree" to indicate the level to which youth felt they could affect political change.
- *Equality and Injustice*. Again using a 5-point scale ranging from "Stronly disagree" to "strongly agree," youth indicated which barriers to civic engagement were most significant for them.

Analysis of all five areas reveals both the level of civic engagement amongst youth as well as their abilities to engage and the obstacles they encounter in doing so. Surveys were implemented at endline to youth in all three counties.

Bunge Activity. More than one quarter (26.7%) of youth surveyed held a leadership position in the bunge, with 35.9% of those leaders serving as president, 34.4% serving as secretary, 13.6% serving as vice-president, 13.2% serving as treasurer or accountant, 1.8% serving as organizers and 1.1% serving as youth advisors. The majority of youth with a leadership position were male, with just 33.1% of leaders being female.

Table 2: Civic Engagment Indicator

Civic Engagement Indicator	**Number in Sample**	Percent of Whole Sample	**Number in YYC! NER Population**[2]
Youth Holding Leadership Positions in the Bunge	153 (102 males; 51 females)	26.7% (66.9% male; 33.1% female)	**6,542 (4,377 males; 2,165 females)**

Regardless of leadership role, most youth (almost 90%) indicated that they attended bunge meetings either frequently (38.8% of youth) or sometimes (48.4% of youth), with 10.1% indicating they rarely attended meetings and just 2.8% indicating they never attended meetings.

Competence for Civic Action. Youth were overwhelmingly positive regarding how competent they felt to engage in civic action: 74.1% of youth said they "probably" or "definitely" could create a plan to address a problem; 58.5% said they "probably" or "definitely" could gather people together to care about the problem, and 76.9% said they "probably" or "definitely" could organize and run a meeting.

[2] Numbers in this column are produced by extrapolating findings from the sample onto the population. However, because the sample was not randomly selected, these numbers could be biased upward or downward. For example, more motivated youth might have shown up for the survey, but these youth may also be more likely to be leaders, in which case the population number of youth who are leaders would be biased upward. Alternatively, if more youth without leadership positions showed up to take the survey because they had more time, then the population number of youth with leadership positions would be biased downward.

Responses regarding expressing political views were similarly strong: 80.8% of youth said they "probably" or "definitely" could express their views in front of a group of people; 65.6% said they "probably" or "definitely" could identify individuals or groups who could help with the problem; and 51.6% said they "probably" or "definitely" could contact a government official about the problem.

The majority of youth expressed that they "probably" or "definitely" had the ability to engage in civic activities and express their political views, demonstrating high levels of competence for civic action.

Civic Engagement. Once youth indicated how competent they felt, youth were asked to indicate how often they had participated in local organizations, taken civic action, or contacted government officials over the last year. The evidence below suggests that youth engagement in civic action was relatively high.

- *Participation in Local Organizations*
  - 44.4% of youth had participated often or frequently in an organization for youth, children, or education.
  - 35.9% of youth had participated often or frequently in a community organization involved in health or social services.
  - 35.9% of youth had participated often or frequently in a religious group.
  - 24.4% of youth had participated in a political organization or group often or frequently.
- *Civic Action*
  - The majority (88.3%) of youth had attended a community meeting, with 27.2% doing so once or twice, 45.6% several times, and 15.5% often.
  - Again, the majority (83%) of youth had gotten together with others to raise an issue, with 26.4% doing so once or twice, 40.6% several times, and 16% often.
  - Participation in community service was high, with 17.9% of youth participating once or twice, 39.8% several times, and 25.3% often over the course of the previous year.
  - Youth were also very involved in working together with another individual or a group to solve a problem in the community, with 22.9% having done so once or twice in the past year, 39.1% several times, and 22.6% often.
  - 48.8% of youth had discussed politics with friends or neighbors, with 23.1% of the sample doing so just once or twice, 20% several times, and 5.7% often.
  - 41.2% had contacted or visited a government official, with 20.3% of the sample doing so once or twice, 14.1% doing so several times, and 6.8% often.
- *Contacting Government Officials and Community Leaders*
  - 89.3% of youth had contacted a religious leader at least once.
  - 80.7% of youth had contacted local elders at least once.

- 51.8% of youth had contacted a local official at least once.
- 49.1% had contacted some other influential person at least once.
- 28.3% of youth had contacted a member of parliament at least once.

Political Efficacy. Youth, when asked about their beliefs that their actions could create change in their communities, responded positively overall, with 75.3% of youth agreeing or strongly agreeing that they would be able to join with others to make elected representatives listen to them and 80.3% agreeing or strongly agreeing that they can do a lot to improve the situation when there is a problem in the community. Further, youth overwhelmingly felt that being actively involved in community issues was their responsibility, with 47.4% agreeing and 36.7% strongly agreeing.

However, a slight minority (47.1%) of youth agreed or strongly agreed that it was easy for youth to have their voices heard when elections were not happening, and the majority of youth felt that politics and government sometimes seemed so complicated that they couldn't really understand what was happening, with 44.4% agreeing with that statement and 23.3% strongly agreeing. Thus, **while YYC! NER youth felt positively regarding their abilities to improve their communities through individual or collective action, youth felt less positive regarding their ability to understand politics and be heard.**

Equality and Injustice. When youth were asked about which groups of people considered youth's interests when making decisions, the majority of youth agreed or strongly agreed that religious leaders, local elders, and friends and neighbors took their interests into consideration. However, the majority (55.3%) of youth disagreed or strongly disagreed that local county assembly members considered their interests in decision-making, with a further 5.8% indicating that they were uncertain whether or not these assembly members considered their interests.

Conclusions Regarding Civic Engagement. While the majority of sampled youth felt competent in their abilities to engage in civil action and had even engaged in civic action in their communities, **youth tended to engage more when actors involved religious leaders, community members, or peers than when those actors involved government officials**. For example, though civic competence and engagement was high, the fewest number of youth (51.6%) felt competent to contact a government official, and the fewest number of youth (41.2%) had actually contacted a governmental official. Findings regarding political efficacy and equality and justice help to explain this: **youth did not express confidence in their ability to understand formal politics, to be heard by politicians outside of elections, or to have their interests taken into consideration in political decision-making**.

Youth report feeling more disengaged from government officials and formal politics than from community leaders and community action.

Findings: Employment in the Mandera Case

Youth in Mandera took both a baseline and an endline YES. However, a different sample of youth was surveyed at baseline than at endline.[3] Therefore, evaluators cannot track the changes in one youth over time, requiring that sample averages at baseline be compared to sample averages at endline through regression analysis. The following analysis compares the demographics of Mandera youth at baseline to Mandera youth at endline, then compares Mandera youth's average outcomes at baseline with average outcomes at endline using regression analysis.

Demographics. Comparisons between the baseline sample and the endline sample reveal that the two groups are not statistically similar. While the average age (24.4) at endline is statistically similar to the average age (24.8) at baseline, youth in the endline sample are statistically different from youth in the baseline sample in terms of sex distribution, education level, and marital status. While 59.6% of the baseline sample was male, 93.3% of the endline sample was male (statistically different at $p<.001$). Youth at endline have, on average, higher levels of education than youth at baseline (significant at $p<.001$), and more baseline youth were married (67.2%) compared to endline youth, the majority of whom were single (45.8% of the endline sample were married) (statistically significant at $p<.001$).

Since youth in the baseline sample are so different from youth in the endline sample, simply comparing outcomes between youth in the endline and youth in the baseline will yield findings that are biased. Therefore, the next section uses regression analysis to compare outcomes between groups while holding constant sex, education level, and marital status between the two groups.

Regression Analysis: Averages at Baseline Compared to Averages at Endline.

Mandera is the more marginalized of the three counties, and YYC! NER interventions (income-generating activity trainings) were started later than in the other two counties, making the employment gains of youth in this county likely to be smaller. To first examine new employment amongst Mandera youth, the following regression was implemented:

Employed = Baseline or Endline Group + Demographic Variables[4]

The results of the regression suggest that youth at endline were less likely to have employment in the previous six months. Specifically, the odds that a youth at endline would have had employment in the previous six months were 1/3 the odds that a youth at baseline would have had employment, as shown in the regression output below:

[3] At baseline, a sample of 146 youth was used and at endline, a sample of 101.
[4] Demographic variables include age, sex, education level, and marital status.

Table 3: Relationship between Employment and Being in the Endline Group

	Coefficient	Standard Error	Wald	Deg. Of Freedom	Sig.	Odds Ratio	95% C.I.for Odds Ratio	
							Lower	Upper
Endline	-1.214	.402	9.140	1	.003	**.297**	.135	.652
Age	.080	.040	4.020	1	.045	1.083	1.002	1.171
Male	-1.645	.448	13.507	1	.000	.193	.080	.464
Education Level	.178	.088	4.116	1	.042	1.194	1.006	1.418
Marital Status	1.055	.378	7.773	1	.005	2.871	1.368	6.026
Constant	-2.822	1.179	5.728	1	.017	.059		

Several factors could have caused this apparent fall in employment between baseline and endline, including macroeconomic factors. For example, if the entire economy deteriorated between baseline and endline, then employment might have fallen overall. Without a comparison group, however, it is difficult to understand the effects of YYC! NER on employment. The reduced employment between the baseline and endline samples in Mandera cannot be attributed to the YYC! NER program because of the lack of a comparison group in the evaluation design.

Next, youth's quality of employment between baseline and endline is examined. First, an examination of changes in earnings and changes in job satisfaction reveals that there is no significant change in earnings or satisfaction between baseline and endline. This lack of statistically significant results may be the result of a small sample size when the sample is limited to Mandera youth only.

A youth's quality of employment might increase if the number jobs worked, the number of days worked per week, or the number of hours worked per day fell while earnings and job satisfaction are held constant between baseline and endline. To examine this, the following regressions were implemented:

Number of Jobs Worked = Baseline or Endline Group + Earnings + Satisfaction + Demographic Variables

Number of Days Worked = Baseline or Endline Group + Earnings + Satisfaction + Demographic Variables

Number of Hours Worked = Baseline or Endline Group + Earnings + Satisfaction + Demographic Variables

However, none of these regressions returned significant findings, likely due to the small sample size.

An examination of endline youth's savings changes, ability to meet their goals with savings, and saving frequency while holding the number of jobs worked, the number of days worked per week, or the number of hours worked per day constant revealed no significant differences between baseline and endline.

Improved quality of employment is observable when job safety is analyzed in the following regression:

Job Safety = Baseline or Endline Group + Earnings + Satisfaction + Demographic Variables

To rate their job safety, youth were asked to indicate if their job was "very unsafe," "a little unsafe," or "safe." The regression output below suggests that **endline youth may have (with 90% confidence) improved their on-the-job safety relative to baseline youth without suffering a loss of earnings or job satisfaction**. However, this increase in perceived safety is small, with a coefficient of .268; for youth at endline to have, on average, improved their safety from one category to another (for example, "a little unsafe" to "safe"), the coefficient would need to be as high as 1.

Table 4: Relationship between Job Safety and being in the Endline Group

	Coefficient	Std. Error	T-statistic	Sig.	95.0% Confidence Interval	
					Lower Bound	Upper Bound
(Constant)	2.175	.421	5.162	.000	1.333	3.017
Endline Group	**.268**	.144	1.863	**.067**	-.020	.555
Earnings	-.043	.077	-.556	.580	-.196	.111
Satisfaction	.208	.097	2.145	.036	.014	.403
Age	-.002	.014	-.170	.866	-.029	.025
Gender	.078	.161	.482	.631	-.245	.400
Education Level	-.017	.029	-.585	.560	-.075	.041
Marital Status	.033	.129	.254	.800	-.225	.291

Mandera Case Conclusions.

Different samples of Mandera youth were collected through convenience sampling at baseline and at endline. The lack of a comparison group further means that findings cannot be attributed to YYC! NER activities and that any observed changes cannot be understood relative to what is happening to youth employment in the wider population that did not participate in YYC! NER. This fact may help explain findings regarding quantity of employment: regression analysis that controls for the differences between these two groups reveals no positive changes in quantity of employment between baseline and endline, showing that fewer youth had employment at endline than at baseline. When quality of employment is

examined, however, it becomes clear that **Mandera youth at endline experienced improved job safety while not suffering a decrease in earnings or job satisfaction**.

Findings: Civic Engagement in the Mandera Case

Mandera youth improved their civic engagement between baseline and endline in specific ways, though the cross-sectional nature of this study and the fact that youth were not randomly selected to participate in the baseline and endline make changes between the baseline and endline likely to be biased upward or downward. Still, at endline, **47.2% of Mandera youth held leadership positions in the bunge, compared to just 27% at baseline**, a statistically significant difference ($p<.001$).

Mandera youth reported *increased competence for civic action*, with 89.6% of youth at endline compared to 66.8% at baseline agreeing or strongly agreeing that they could create a plan to address a problem in their community (significant at $p=.002$) and 77.6% of endline youth compared to 62.6% of baseline youth indicating they were more able to identify individuals who could help them with community problems (significant at $p=.003$).

Mandera youth at endline also reported *increased civic engagement* in their ability to participate in community organizations, engage in civic action, and contact officials and community leaders. More youth at endline (39.6%) reported participating regularly in community organizations involved in health or social services compared to just 28.3% at baseline (significant at $p<.001$). Further, 58.7% of endline youth compared to 34.5% of baseline youth were often or frequently involved in organizations for youth, children, or education (significant at $p<.001$). Youth indicated they more frequently contacted or visited a government official, attended a community meeting, got together with others to raise an issue, and participated in community service (with $p=.006$ at least). Lastly, youth reported more frequently reaching out to local elders or other influential people at endline than at baseline (significant at $p=.005$ at least).

Political efficacy also increased in key ways for Mandera youth at endline. More youth endline agreed or strongly agreed that they could improve problematic situations in their communities and have their voices heard outside of election times (significant at $p=.01$ at least). Additionally, more youth at endline believed in involvement in community issues being their responsibility (significant at $p<.001$).

Youth's experience of the equality and injustice of institutions did not change from baseline to endline.

When findings from Mandera are examined in the context of civic engagement findings for all three counties at endline, some interesting patterns emerge: when the endline for all three counties was examined by itself above, findings suggested that fewer youth had ever contacted a government official compared to a local or religious leader, and a minority of youth felt that

they were heard by these officials outside of election time. An examination of Mandera's baseline and endline, however, reveals significant gains in these two areas. Therefore, it may be that, **while youth may still have less confidence in government officials than in community leaders, their confidence in their ability to interact with and be heard by government officials had improved by endline**.

Conclusion

This analysis uncovered YYC!'s employment and civic engagement outcomes through an endline survey that examined a sample of youth that came from Garissa, Wajir, and Mandera counties; additionally, this analysis examines a baseline and endline employment survey that was implemented in Mandera county. Findings on employment reveal that YYC! NER exceeded its targets for new or better employment:

- **2,573[5] youth in the entire population of YYC! NER achieved new employment**.
- **1,225[6] youths in the entire population of YYC! NER achieved better employment**.
- The **majority of YYC! NER youth in the sample had permanent or casual jobs** instead of internships or self-employment.
- While an examination of Mandera youth at baseline and endline yielded no positive quantity of employment changes, **Mandera youth did have higher quality employment in terms of job safety**.

Analysis of civic engagement across the whole sample at endline revealed that YYC! NER again exceeded its targets:

- **6,542[7] youth served in a leadership position in their bunge.**

Examining the data further reveals that **youth feel competent to engage in collective action and civic activities**, but it also revealed that youth more frequently took action related to community problems and involving community leaders. **Youth report feeling less heard, less able to understand, and less of a priority to decision-makers when it comes to more formal, non-community based politics**. When Mandera's baseline and endline is examined, however, significant gains in this area can be observed: at endline, **Mandera youth had more frequently contacted a government official and had a greater belief that their voices were heard outside of election time**. **Youth improved their competence for civic action by improving their ability to create plans to address problems and identify individuals who could help.** Further**, youth reported increased civic engagement through participation in community organizations,**

[5] Note that this is extrapolated from findings from a non-randomly selected sample and may be biased.
[6] Note that this is extrapolated from findings from a non-randomly selected sample and may be biased.
[7] Note that this is extrapolated from findings from a non-randomly selected sample and may be biased.

engagement in civic action and comfort contacting officials and community leaders by the time of the endline survey.