

REPUBLIC OF KENYA



THE PRESIDENCY

Ministry of Public Service, Youth and Gender Affairs

State Department for Public Service and Youth

Kenya Youth Development Policy

2018

Empowering the Youth to Productively Contribute to Sustainable Development

Draft 2

 The KENYA INSTITUTE for PUBLIC POLICY RESEARCH and ANALYSIS	Prepared By:	Social Sector Department
	Submitted To:	The Presidency, Ministry of Public Service, Youth and Gender Affairs State Department for Public Service and Youth
	Submitted On:	January, 2019
	Status	Revised Draft Policy

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Foreword

We are happy as Government to roll out this Kenya Youth Development Policy (KYDP) (2018). The Policy is a demonstration of the country's commitment in spearheading multi-dimensional approaches and initiatives to address the challenges currently facing our youth, while optimizing the several strengths and opportunities that the youth present.

It is important to acknowledge that previous policies have helped the country to achieve a number of key milestones in youth empowerment efforts. Notable among them being: the establishment of the National Youth Council as a representative body advancing the voice of the youth; and the establishment of several Affirmative Action Funds that continue to provide the youth, women and people living with disabilities with low/ interest-free funds for economic empowerment activities.

This Policy, which is an outcome of a broad based consultative process, is therefore designed to scale up youth empowerment interventions as well as the youths' value contribution to nation building. It is gratifying that among the many benchmark priorities set out in the new Policy are: alignment of the youth programmes to the Big Four Agenda of Government (2018-2022), Kenya Vision 2030 and its Medium Term Plans, the Constitution (2010) and the Sustainable Development Goals (SDGs) (2030); establishment of a National Youth Volunteerism Strategy to allow the youth to give back to society through their competencies and talents; and development of a Kenya Youth Development Index to track and measure the impact derived from all the youth programmes, projects and activities that we implement. The identified policy objectives focus on youth development, health and nutrition; creativity, patriotism and nation building, skills development, entrepreneurship, employment, curbing drug use and substance abuse and radicalization among the youth. The policy also provides the institutional, coordination, communication, monitoring and evaluation framework to ensure effective implementation of identified policy objectives and measures.

It is important to emphasize that this Policy is meant for the youth and youth serving organizations, families and the community. Its main objective is to mainstream youth issues in all sectors of national development, on both the micro and macro levels, at national and county levels, within the public, private sectors, families and civil society. All are encouraged by the Policy to take affirmative action for the youth as a strategy of participation and empowerment while harnessing their potential.

Finally, success in the implementation of the Policy shall require a multi-faceted approach and support from all stakeholders in the youth agenda. The youth themselves; all youth serving organizations and groups; development partners; families and the larger society; private sector; the County Government; National Government, Ministries, Departments and Agencies (MDAs) and the international community shall play a leading role in the realization of the aspirations of the Policy.

The Government remains committed to all efforts directed at the realization of the youths' potential in nation building, in line with the Constitution and all regional and international conventions and charters it has signed relating to the youth.

Prof. Margaret Kobia, PhD, MGH
Cabinet Secretary
Ministry of Public Service, Youth and Gender Affairs

Preface and Acknowledgements

The youth are an essential component of our nation's development and a key driver in the realization of Kenya's Big Four Agenda, Vision 2030, and the Sustainable Development Goals (SDGs).

This Kenya Youth Development Policy, which has been informed by the current realities in the Country, places the youth in the broader context of national development and envisages that all youth will have productive opportunities to reach their full potential, both as individuals and as active participants in society. The Policy also places an obligation on youth to be agile protagonists of their own development and not merely recipients of government or other stakeholders' support.

Among the most outstanding priorities that the Policy proposes to focus on is the development, for the first time, of a Kenya Youth Development Index to track and measure impact of youth initiatives, programmes, projects and activities at various levels. The Index shall have clear indicators, making it easy to be covered in the regular national and county level surveys and reporting mechanisms.

The process of developing this Policy was inclusive. It involved the youth themselves, several partners and stakeholders through consultative and participatory processes comprising of regional public participation forums, regional stakeholder validation forums, expert consultations, technical team forums, executive meetings, and technical services and professional facilitation by relevant policy teams.

I therefore take the opportunity to acknowledge with thanks all individuals, groups, organizations that made a contribution towards the successful formulation of the Policy. To name just a few: the World Bank through the Kenya Youth Empowerment and Opportunities Programme [KYEOP] for financial and peer support; Kenya Institute for Public Policy Research and Analysis (KIPPRA) for technical support; all the youth and youth groups who candidly shared their views during the public participation forums and written memorandums; all youth serving groups and organizations that not only provided views to enrich the Policy but some provided financial facilitation for their youth groups to attend the public participation forums; and all authors of publications and other information resources whose ideas were sourced to inform the content of the policy.

I also wish to thank the staff of the Ministry of Public Service, Youth and Gender Affairs for their contribution towards the development of this Policy. Special gratitude goes to the Cabinet Secretary for guidance, facilitation and selection of a capable multi-stakeholder Technical Committee that worked with the Directorate of Youth Affairs to provide the overall coordination of the entire policy development process as well as refining and finalizing the document.

Finally, I once again call upon all those who supported the policy formulation process, together with other new well-wishers, to commit more support to the next phases of the Policy which include; implementation, monitoring, reviews and reporting of impact.

Dr. F. O. Owino, PhD
Principal Secretary
State Department for Public Service and Youth
Ministry of Public Service, Youth and Gender Affairs

Abbreviations and Acronyms

AIDS	Acquired Immune Deficiency Syndrome
CBO	Community Based Organisations
COG	Council of Governance
CSO	Community Service Organisations
FBO	Faith Based Organisation
GTZ	German Technical Cooperation
HIV	Human Immune-deficiency Virus
ICT	Information Communication Technology
IEC	Information, Education and Communication
ILO	International Labour Organization
KIHBS	Kenya Integrated Household Budget Survey
KNBS	Kenya National Bureau of Statistics
KYDP	Kenya Youth Development Policy
KYOP	Kenya Youth Opportunities Programme
MDAs	Ministries, Department Agencies
MTP	Medium Term Plan
NCCK	National Council of Churches of Kenya
NEET	Not in Education Employment and Training
NGO	Non-Governmental Organization
SDGs	Sustainable Development Goals
STI	Science Training and Innovation
STIs	Sexually Transmitted Infections
UHC	Universal Health Coverage
UN	United Nations
UNDP	United Nations Development Programme
UNICEF	United Nations Children Educational Fund
VCT	Voluntary Counselling and Testing

Key Policy Definitions

Youth

The Policy defines a Youth as person aged 18 years and who has not reached the age of 35 years [Kenya Constitution 2010]. However, for purposes of labour analysis, persons aged 15-34 years were considered. Further, the Policy directs that the term “youth” will not be used interchangeably with other terms such as “*young people*”, “*young persons*”, “*young women*”, or “*young men*”; terms which are relative, ambiguous and normally misdirect focus from the real youth.

The Policy uses the term ‘youth’ to refer to both age and youth–hood. With respect to age, a youth will be defined as a person, male or female, in the age bracket of 18 to 34 years; while youth–hood will be looked at as the specific stage between childhood and adulthood when people have to negotiate a complex interplay of both personal and socio-economic changes to manoeuvre the transition from dependence to independence, take effective control of their lives and assume social commitments. The Policy recognizes youth-hood as a period of transition and vulnerability when the youth have to undergo learning, going to work, staying healthy and safe, forming families and exercising citizenship. Success in this period of transition requires development of human capital of the youth, empowering the youth to productively contribute to sustainable development both nationally and internationally; take up leadership roles, make informed and competent choices, and develop a sense of wellbeing.

Youth Empowerment

Youth empowerment is both a means and an end, an attitudinal, structural, and cultural process whereby youth gain the ability, authority, and agency to make decisions and implement change in their own and other peoples’ lives both now and in their adulthood while bearing responsibility for the consequences of those decisions and actions.

The Commonwealth Youth Ministers and Heads of States endorsed that “Empowering youth means creating and supporting the enabling conditions under which youth can act on their own behalf and on their terms, rather than the direction of others”. These enabling conditions include:

- i) Economic and social base;
- ii) Political will and commitment for mainstreaming youth issues at all levels, adequate resource allocation and supportive legal and administrative framework;
- iii) A stable environment for equity, peace and democracy; and
- iv) Access to knowledge, information and skills.

Youth empowerment is often addressed as a gateway to intergenerational equity, assets enhancement, civic engagement and democracy building and all programs that focus on positive youth development.

Government

Consistent with the Constitution of Kenya (2010), the word Government refers to the two levels of government: The National Government and the 47 County Governments.

Executive Summary

The Kenya Youth Development Policy (KYDP) 2018 seeks to provide an opportunity for improving the quality of life for Kenyan youth through their participation in economic and democratic processes as well as in community and civic affairs. It also advocates for creation of a supportive social, cultural, economic and political environment that will empower the youth to be partners in national development. The Policy therefore provides a detailed account of various aspects, key of which are highlighted here under.

Achievements of previous Legislative, Policy and Institutional Frameworks

The Policy has underscored the importance and role that previous legislative, policy and institutional frameworks have been able to achieve in advancing the youth agenda in Kenya. Some of the milestones acknowledged in the Policy are: Establishment of Access to Government Procurement Opportunities (AGPO) in 2013; Launch of the Marshall Plan for Youth Employment and Development in March, 2008; the National Youth Service (NYS) Act (2018) that established the NYS as a state corporation; and establishment of several Affirmative Action Funds.

Policy Goal, Vision, Objectives and Values

The Policy **Goal** is: to promote the holistic participation of the youth in socio-economic and political well-being for themselves, the country and the future.

The **Vision** is: a society where youth have an equal and responsible opportunity as other citizens to realize their fullest potential in socio-economic and political aspirations, through honest and hard work.

Main Objective is: To mainstream youth issues in all sectors of national development, on both the micro and macro levels, national and county levels, within the public, private sectors, families and society. All are encouraged by the Policy to take affirmative action for the youth as a strategy of participation and empowerment.

Values: the values given emphasis in the Policy include patriotism, respect of diversity and ethical values, equity and accessibility, inclusion, good governance, mainstreaming youth issues. The values are anchored on the principles of responsiveness by stakeholders to address youth issues; accessibility, equality, participation, integration, access, diversity, empowerment and inclusion among the youth.

Special interest groups

The Policy gives special attention to certain groups of youth because of their specific needs. These special groups include: youth living with disability; street youth; youth infected with HIV and AIDS; female youth; unemployed youth; and out of school youth. In each of the targeted youth groups, the Government and organisations working with the youth will be required to give special attention and affirmative action to the special interest groups.

Mandate to drive the Youth Agenda

Deriving from the Executive Order No.1 of 2016 on Organization of the Government of the Republic of Kenya, the Policy gives the mandate to drive the youth agenda in the country to the Directorate in charge of youth affairs, with direct oversight by the parent Ministry.

Youth Challenges as well as Strengths and Opportunities

The policy emphasises that the narrative about the youth in Kenya should have a positive component. In this regard the document shares the various challenges that face the youth such as: unemployment and lack of employability skills, poor health, sufficient socio-economic support, drug use and substance abuse and radicalization. The Policy has also brought out key strengths and opportunities that the youth present. Some of these positive aspects include: their numbers which presents the highest workforce dividend that needs to be harnessed and optimized; they are highly educated; their readiness to learn and be taught; they easily embrace ICT and optimize its use; they have energy and are available; and they demonstrate high affinity for networking, creativity, teamwork, patriotism and cohesion.

Priority areas for the Policy

The policy has articulated the youth empowerment and development priorities within the Kenyan context. The priorities that shall direct programmes and activities are: Youth, Health and Nutrition; Patriotism and Volunteerism; Leadership, Participation and Representation; Skills Development and Employment, and Entrepreneurship Development; Creativity and Talent Development; ICT Development; Agriculture; Environment and Sustainable Development; curbing Drugs and Substance Abuse; Crime, Security and Peace Building; Youth Mainstreaming; and eradicating Radicalization and Violent Extremism. Under each of the above-mentioned priorities, a number of policy objectives and measures have been provided to develop and transform the youth for improved well-being.

Rights, Responsibilities and Obligations of Stakeholders

The Policy seeks not only to safeguard the rights of the youth, but also to help them to understand and fulfil their responsibilities, for the development of society. It further stipulates the obligations of other stakeholders, including Government and non-government actors. Highlights under this section are: Rights of youth; Responsibilities and obligations of the youth; adults and parents; the State; and the private sector.

Policy Coordination, Implementation, Monitoring, Evaluation and Reporting Mechanisms

The Policy provides a well-defined mechanism that will support effective implementation, coordination, monitoring, evaluation and report on youth empowerment and development interventions. The mechanism will include relevant stakeholders, thematic working groups, Inter-Agency Forums and the Directorate in charge of Youth Affairs. Each of the players shall be assigned specific roles and expectations. The Policy implementation mechanism will be operationalized through the integrated implementation plan and annual Action Plans detailing: policy priorities, key actions, indicators, timelines, responsibility, and estimated financial and non-financial resource mobilisation and budgetary requirements per year.

Recommended Budget for Implementation of the Policy

The Policy proposes that the Government allocates at least 1 percent of the National Annual Budget to facilitate its successful implementation. It is also expected that the Policy will be revised when need arises and when other government legal and policy frameworks are revised. Finally, the Policy is a credible guide and reference tool for effective development and implementation of youth empowerment and development interventions in Kenya.

Chapter 1

1 Introduction

1. There are many definitions of who the youth are with respect to their age. As examples, the United Nations (UN) defines the youth as any person between age 15 and 24 while the African Union in its youth charter defines the youth as any individual between 15 to 35 years. The Constitution (2010) Article 260 defines a youth as a person aged between 18 and 34 years.

2. This Policy adopts the Constitution of Kenya definition, but consideration is given to young people aged 15 to 17 years in provision of various services such as education. In Kenya, the youth aged “18 to 34” years were estimated at 35 percent¹ of the total population in 2015/16, and represented 55 percent of the labour force. This share of potentially productive workforce needs to be fully harnessed and optimized to contribute to the country’s development. This can be partly achieved through including the youth in the design, planning and implementation of programmes and policies that affect them.

3. Youth related issues are and have been a priority to the government. This is partly because the youth are relatively disadvantaged in socio-economic outcomes including employment. A majority of the youth remain on the periphery of the country's social, economic and political affairs. The highest rates of labour underutilization are always observed among the youth and many continue to suffer from low education attainment, skills deficits, poor health; and lack sufficient economic empowerment among out of school youth. In addition, youth with specific needs require enhanced attention including those living on the streets, those living with the human immunodeficiency virus (HIV) and acquired immune-deficiency syndrome (AIDS), the girls/women, disadvantaged boy child and those with disabilities.

4. In addition, the youth face emerging social-economic and political issues that would require judicious management owing to their potential in affecting or influencing this age cohort including: the role of youth in national cohesion, peace building and conflict resolution efforts; youth radicalization, and the growing influence of Information Communication Technology (ICT) development.

5. It is against this environment that the Government of Kenya and other stakeholders have continued to design and implement various interventions to address the needs of the youth. Some of these interventions include the overarching Kenya Vision 2030 and its associated Medium Term Plans (MTPs); the Sector Plans; and the Big 4 Agenda. A particularly pertinent intervention was the development of the National Youth Policy in 2007. Since then, the changing national, regional and global context require a comprehensive review of the National Youth Policy developed in 2007. This need to review and update the youth policy informed the development of this Kenya Youth Development Policy (2018) herewith referred to as the Policy.

6. The overall objective of the National Youth Policy Sessional Paper No.3, of July 2007 was to provide policy framework for addressing issues affecting the youth, notably employment creation, health, education, sports, and recreation, environment, art and culture, partnership and empowerment. The policy led to the establishment of the national youth council as an advisory, research and policy institution of youth affairs in the country. However, several changes have

¹Kenya National Bureau of Statistics, 2018

occurred in the country since the adoption of this policy. Key among them was the promulgation of 2010 constitution. There have also been emerging social, cultural, economic and political issues affecting the youth.

7. The Kenya Youth Development Policy (KYDP) (2018) is part of the National Government policy commitment for a greater cohesive society, equitable, inclusive and participatory economic and social process for sustainable development. The Policy is anchored on the principle of inclusion, action and tangible outcome. The policy ensures that the youth, the families and communities benefit from full implementation of the policy. The policy gives cognizance to the critical role that voluntary youth sector and other relevant stakeholders can play in actively supporting its implementation for the country's inclusive socio-economic transformation.

8. The Policy is important in achieving the aspirations of the country and in particular the Kenya Vision 2030. The Policy is written in the context of existing sectoral policies, national development plans, international policies and charters to which Kenya is a signatory including: the Charter of United Nations, the Commonwealth Youth Charter, Universal Declaration of Human Rights, the United Nations World Programme of Action for the Youth to the year 2007 and beyond; and Sustainable Development Goals (SDGs, 2030).

1.1 Rationale of Kenya Youth Development Policy

9. There are several principles underlying the development of the Kenya Youth Development Policy. One of the broad principles is that a youth policy is a requirement of some international and national instruments that guide countries in implementing their youth agenda. One of these instruments, the African Youth Charter, states that every State Party is required to develop a comprehensive and coherent Kenya Youth Development Policy. At the domestic level, the Kenya Constitution (2010) makes various provisions for the youth in Article 55, which requires the State to take measures, including affirmative action programmes, to ensure that the youth have access to relevant education and training; opportunities to associate, be represented and participate in political, social, economic and other spheres of life; and to access productive engagement including employment and entrepreneurship.

10. Besides the broad requirement for its development, the Policy is important for the country's development agenda for a number of reasons. Specifically, the Policy shall:

- (i) Enable the development of an integrated framework to improve clarity, coherence and coordination of youth initiatives and programmes across National Government, County Governments and other stakeholders;
- (ii) Establish broad-based strategies and partnerships to provide enhanced opportunities to the youth to maximize their potential;
- (iii) Provide a broad framework in which diverse efforts of stakeholders can be harnessed to maximize impactful investments in the youth;
- (iv) Standardize the provision of services to all the youth including more intensive assistance to disadvantaged youth;
- (v) Spell out policies that aim to remove obstacles to youth participation in political, economic and social development;
- (vi) Anticipate the risks associated with emerging issues to youth participation in development and counter the risks through policy and programme interventions. The risks include: dynamic technological advances; labour underutilization, income polarization; and radicalization; and
- (vii) Suggest an implementation mechanism and strategy.

1.2 The Scope of the policy

11. The Kenya Youth Development Policy (2018) applies to both National and County Governments, all state organs, state and public officers, the private sector, non-state actors and development partners.

1.3 Dimensions of Youth Profile in Kenya

12. This Policy categorizes the youth aged 18-34 years as stated below, while being cognizant of their unique diversity, expectations and opportunities:

- (i) Male and female;
- (ii) Educated and uneducated;
- (iii) Rural and urban residents;
- (iv) In-school and out-of-school;
- (v) Adolescence and adults;
- (vi) Physically challenged and able-bodied;
- (vii) Engaged in various economic activities; and
- (viii) Skilled and unskilled.

1.4 Process of formulating the KYDP

13. The preparation of the Kenya Youth Development Policy was through a consultative and participatory approach. The process involved various stakeholders both at national and county levels. These included the public sector, private sector, non-governmental organizations (NGOs), faith-based organisations, community based organisations and development partners. Extensive consultative activities took place with a wide range of stakeholders including the ministries and directorates in charge of youth issues at the national and county governments. National and county forums were organized targeting youth and youth organizations.

Chapter 2

2 Situational Analysis and Institutional Frameworks

2.1 An Overview of Youth Issues

3

14. Youth are a national resource. They present an opportunity to faster economic growth when engaged productively. In setting the national development agenda, the government shall therefore include the youth in relevant planning and transformative processes.

15. Although recognised as a national resource, the youth are faced with various challenges which include:

- (i) Labour underutilization in form of unemployment and underemployment partly because economic activities are not growing in tandem with the population growth. The highest rates of underutilization are observed among the youth and was estimated at 55 percent for the youths aged 15 to 29 years against an overall population rate of 26.4 percent in 2015/16. Youth (20-24) unemployment rate was 13.1 percent in 2009 and 19.2 percent in 2015/16 relative to an overall rate of 8.6 percent and 7.4 percent, in the respective years. Urban unemployment was higher than rural unemployment with respective rates of 11.0 percent and 5.6 percent. For the youth aged 20-24 the urban unemployment rate was 19.1 percent in 2009 and 12.7 percent in 2015/16².
- (ii) Vulnerable employment among the employed youth: Most employed youth are in vulnerable employment which is characterized by informal working arrangements associated with low productivity, inadequate earnings and difficult working conditions. Although a large share of the youth are engaged in some economic activities (about 49 percent in 2009 and 41.7 percent in 2015/16), most are involved in informal activities. About 84 percent of the employed youth aged 15 to 34 years were in informal employment.
- (iii) High levels of youth inactivity: There is a large inactive youth population and the 2009 census indicated that at least one in every ten youths were inactive in 2009 if those in school are excluded. Overall inactivity rate was 13.1 percent in 2015/16. The economically inactive population includes individuals who are neither employed nor unemployed. It includes the discouraged individuals who are no longer seeking work and the incapacitated. In Kenya, inactivity is largely associated with homemaking activities (or engagement in household related chores) and affects female youth more than the male youth. The category also includes those not in education, employment or training (NEET).
- (iv) Health related problems or challenges: These encompass malnutrition, HIV/AIDS and Sexually Transmitted Infections (STIs), drug use and substance abuse; and associated effects of mental health as well as poor access and uptake of health services.
- (v) Increasing school and college drop-out rates: Many youth drop out of school and college due to retrogressive cultural factors or practices such as female genital mutilation, early marriages, high cost of education and increase in overall poverty levels, and low uptake of school re-admission policy for teenage mothers, among other reasons.

² Kenya 2009 Census Data and Kenya Integrated Household Budget survey (KIHBS, 2015/16)

- (vi) Teenage pregnancy: The median age at first sexual intercourse in Kenya was 18.2 years for women and 16.6 years for men in 2015/16. This exposes youth to HIV & AIDS, and STIs; and young girls to early pregnancies while disrupting their participation in education and other empowerment programmes.
- (vii) Crime and deviant behavior: Due to idleness, especially after completing basic education, the idle youth are vulnerable to engage in organized militia, human trafficking and sexual disorientation. Some end up in crime, radicalization or with deviant behavior.
- (viii) Limited sports and recreation facilities: Sports and recreation facilities provide the youth with an opportunity to socialize and spend their time productively, strengthening and developing their character and talents. However, such facilities are scarce and, where they exist, they are sometimes not accessible to the youth.
- (ix) Limited participation in socio-economic spheres and inequality of opportunities: Despite their numerical superiority, youth are the least represented in political and economic spheres due to societal attitudes, socio-cultural and economic barriers, and lack of proper organization, orientation and empowerment.
- (x) Limited and poor housing: Many youth, especially those in the urban areas, do not have access to decent housing in environments that favour healthy living.
- (xi) Emerging issues that affect the youth include limited access to information and communication technology (ICT) which constraints youth from exploiting career, business and education opportunities available especially in rural areas, and high ICT access costs and negative use of ICT and social media. Other challenges include: radicalization, gambling, cyber-crime.
- (xii) Sexual abuse, exploitation and violence: Owing to their vulnerability, the youth are exposed to sexual abuse, child labour and other forms of economic exploitation under the guise of employment and support in some cases. According to a national study by UNICEF (2012) on violence against children in Kenya, adolescent girls aged 13-17 years were more likely to have experienced sexual violence in the previous twelve months (10.7 per cent) compared with similar age group of boys (4.2 per cent). Adolescents who suffer sexual abuse are more likely to be exposed to unintended pregnancy, unsafe abortion and Sexually Transmitted Diseases including HIV and AIDS. They also suffer challenges of economic exploitation.
- (xiii) Drugs and substance abuse remains one of the major problems confronting young people in Kenya today. Despite the need for services to address substance abuse, very few drug rehabilitation programs and counselling centres are available and financially accessible for the youth in Kenya and there tend to be urban based. For the youth, drug use and substance abuse is associated with increased risk for early sexual debut, multiple sexual partners and early childbearing.

2.2 Evolution of Related Legal, Institutional and Policy Frameworks

16. The Government has put in place various legal, institutional and policy frameworks to address the issues affecting the youth. These include passing legislation and developing policies on youth development. The Government has also established a number of institutions/interventions to

specifically handle youth affairs. These include: Directorate in charge of youth affairs, the Kenya Youth Employment and Opportunities Programme, the National Youth Council, National Youth Service, the Youth Enterprise Development Fund and the *Uwezo* Fund, among others.

Legal and institutional developments include:

(i) The Constitution of Kenya

17. Articles 10 and 27 call for inclusivity, non-discrimination, equality and freedom from discrimination on the basis of age. In addition, Article 55 holds that the State shall take measures, including affirmative action programmes, to ensure that the youth: access relevant education and training; have opportunities to associate, be represented and participate in political, social, economic and other spheres of life; access employment are protected from harmful cultural practices and exploitation; develop their cultural values, languages and practices; and have reasonable access to water, health services and infrastructure; among others.

(ii) The National Youth Council Act, No. 10 of 2009

18. The Act established the National Youth Council (NYC) to facilitate, co-ordinate, promote, monitor and advocate for youth issues and youth led initiatives under the Ministry in charge of youth. The NYC was established in 2012 to ensure effective coordination of youth related interventions and involvement of the youth in planning, monitoring and evaluation of youth interventions.

(iii) The Kenya Youth Development Policy, 2007

19. The policy aimed at ensuring that youth play their role in the development of the country. The Policy goal was to promote youth participation in community and civic affairs to ensure that youth programmes are youth centred. It spelt out the strategic areas that must be addressed and implementation mechanisms. The current policy takes into account emerging issues affecting the youth, and hence supersedes the 2007 policy framework.

(iv) The Kenya Vision 2030

20. The Vision envisages responsible, globally competitive and prosperous youth. Among the specific interventions under the vision are: establishment of youth centres, mentorship, development of creative industry hubs and youth enterprise financing.

(v) Other International Conventions and Treaties

21. The Policy gives cognizance to the fundamental rights guaranteed by the Constitution of Kenya (2010) and relevant International and regional human rights commitments Kenya has signed and/or ratified namely:

- (i) The International Covenant on Civil and Political Rights, 1966;
- (ii) The International Covenant on Social, Economic and Cultural Rights, 1966;
- (iii) Convention against Discrimination in Education, 1970;
- (iv) International Convention on the Elimination of All forms of Racial Discrimination, 1972;
- (v) The Convention on the Elimination of All Forms of Discrimination Against Women, 1979;
- (vi) The African Charter on Human and People's Rights, 1981;
- (vii) The Convention on the Rights of the Child, 1989;
- (viii) The African Charter of the Rights and Welfare of the Child, 1992;
- (ix) Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst forms of Child Labour, 2000;

- (x) African Charter on Human and People’s Rights, 2003;
- (xi) International Convention against Doping in Sports (UNESCO), 2006;
- (xii) The African Youth Charter, 2006;
- (xiii) UN 2030 Agenda on Sustainable Development (SDGs), 2015;
- (xiv) Commonwealth Plan of Action for Youth Empowerment (PAYE) 2006-2015 that provides framework for youth development;
- (xv) World Programme of Action for Youth (WPAY) that provides framework and practical guidelines for national action and international support to improve situation of youth;
- (xvi) African Youth Charter (2006) and Decade Plan of Action for Youth Development and Empowerment (2009-2018) on Legal and political framework for action on situation of youth in Africa;
- (xvii) Ministry in charge of Youth Affairs.

22. The ministry was established in December 2005 to address youth concerns in the country on realization that the government was not going to achieve the millennium development without dealing with many socio- economic challenges facing the Kenyan youth.

23. The Youth Enterprise Development Fund was established in 2006 as a financing model to provide loans for on-lending to youth enterprise and aimed at promoting youth entrepreneurship.

24. The legal framework on youth issues has undergone immense changes since independence. Table 1 presents an overview on evolution of the national and international legal frameworks on youth issues in the country.

Table 1: Evolution of Legal Frameworks on Youth Issues

Year	Intervention	Status and achievements
	National Framework	
1964	National Youth Service Act	Addressed the under-privileged youth from the Mau families to integrate them in nation building
2006	Youth Enterprise Development Fund State Corporations Act of 2007	It created the enabling framework for increasing youth employment opportunities through entrepreneurship development in the informal sector in the country. The fund is Currently being implemented and was on-going merger into <i>Biashara</i> Fund in 2018
2007	Kenya Youth Development Policy 2007, Sessional no. 2 of 2007	It was the first policy on youth development in Kenya which provided the information on youth development programs and intervention in the country. It has been implemented over the years and currently being reviewed.
2007	Women Enterprise Development Fund	The initiative targets all women, youth and adults.
2009	National Youth Council Act 2009	This was established as a legal instrument to actualize youth voice nationally and advocate, lobby for the youth and to facilitate the representation of youth and to promote the implementation of coordination of youth servicing was also mandated to provide research advisory services on youth organization nationally. Currently to be amended in line with the Constitution of Kenya, 2010.
2010	Constitution of Kenya (2010)	Promulgated in 2010 and gives a platform for the implementation of the national agenda including youth matters
2012	Medium and Small Enterprise Act 2012	Established to formulate and coordinate policies and harmonize public and private sector initiatives for the

		promotion of micro and small enterprises. Its implementation currently on-going
2013	Technical and Vocational Education and Training Act of 2013	To provide for the establishment of a technical and vocational and training system. This currently under implementation with an aim of expanding the youth skills capacity for self-employment and employable skills.
2014	Uwezo Fund (Public Finance Management Act 2014)	Its currently being implemented with an on-going merger into <i>Biashara</i> Fund to ensure efficiency and effectiveness
2015	Public Procurement and Asset Disposal Act of 2015	Access to Government Procurement Opportunities (AGPO) is currently under implementation to ensure that the youth, women and marginalized groups get the 30 percent procurement opportunities.
2015	Employment Policy and Strategy for Kenya Sessional Paper no. 4 of 2013	It has been implemented and reviewed
2016	National Government Affirmative Action Fund (Public Finance Management Act 2012)	It was created to address the plight of vulnerable groups and its mean to provide access to financial facilities to women youth and persons with disabilities.
2016	National Employment Authority Act, 2016	This established the National Employment Authority which provides a comprehensive institutional framework for employment management, increasing employment by the youth, minorities and marginalized groups.
2018	National Youth Service Act, 2018	The Act established NYS as a State Corporation.
	International Framework	
1995	United Nations Article 12	This is the feeder to the youth framework both globally and in the local texts. It addresses issues on human rights, voice, participation, inclusion and representation. It is currently under implementation and anchored under the United Nations World Program of Action 1995.
1995	World Program of Action for youth to the year 2000 and beyond	Consistent with the Millennium Development Goals, the Program identified interventions for youth development and empowerment.
1998	Lisbon Declaration	Ensuring that Kenya Youth Development Policy formulation, implementation and follow-up processes are, at appropriate level. Developing national youth policies and operational programmes, at appropriate levels, to implement the World Programme of Action for Youth to the Year 2000 and Beyond, taking into account the national priorities, realities and limitations arising from different socio-economic and cultural development contexts; Establishing the necessary policies and programmes by the year 2000 to improve living standards for young women and young men and to permit the effective implementation of national youth policies, of an inter-sectoral nature, foreseen, among others, in the Programme of Action.
2001	Dakar Declaration on youth Empowerment (2000)	The Dakar World Youth Forum as “a splendid example of young people coming together to work out their own agenda, without waiting for governments to tell them what to

		do.” The Forum adopted the Dakar Youth Empowerment Strategy, this include concrete recommendations, strategies and tools to empower young people to participate in decision-making and in evaluation of policies and programmes on key youth issues, in order to ensure action at the local, national, regional and international levels.
2006	African Youth Charter (2006)	Was established to ensure the constructive involvement of Youth in the development agenda of Africa and their effective participation in the debates and decision-making processes in the development of the continent. The Charter sets a framework to enable policy makers to mainstream Youth issues in all development policies and programmes. It thus provides a legal basis for ensuring Youth presence and participation in government structures and forums at national, regional and continental levels.
2013	East African Youth Policy	Focuses on youth development and empowerment in the East Africa Countries
2015-2017	Commonwealth Plan of Action for youth empowerment (2006)	The plan contains strategies and tools to empower young people to effectively participate in social, economic, political and cultural spheres of life both in their countries and internationally.

25. The above indicated legal, policy and institutional development led to a more focused service delivery culminating to the following interventions:

- (i) National Youth Policy, 2007.
- (ii) Establishment of Access to Government Procurement Opportunities (AGPO) in 2013 to specifically enable youth to do business with government where 30 percent of public procurement in the supply of goods and services in all ministries and departments are reserved for youth, women and persons with disabilities.
- (iii) Launch of the Marshall Plan for Youth Employment and Development in March, 2008. The plan focuses on creation of immediate and medium-term youth employment opportunities. The *Kazi Kwa Vijana* Program was the main initiative under this plan and it aimed to create 500,000 jobs per year for youth in rural and urban areas in labor-intensive public works projects implemented by various ministries.
- (iv) Increase in the annual intake of youth to over 20,000 annually between 2013 and 2016, for the National Youth Service through the 5-point Vision.
- (v) Implementation of the Kenya Youth Empowerment Programme (KYEP) between 2010 and 2016 by the Directorate of Youth Affairs. This was a pilot programme under the World Bank where 20,000 youth were trained and placed on internships to enhance employability.
- (vi) The ongoing plan/intervention to train 280,000 youth between 2017 and 2022 through the Kenya Youth Employment and Opportunities Project (KYEOP) funded by the World Bank, and implemented by the Ministry of Public Service, Youth and Gender Affairs.
- (vii) Ongoing initiatives to enhance access to finance. Since the inception of the affirmative funds encompassing the *Uwezo* Fund, Women Enterprise Fund and Youth Enterprise Development Fund.
- (viii) The rollout of the Big Four Agenda in 2017. In this plan, the Government will focus and dedicate energy, time and resources over the 5-year period to: affordable housing; universal health care; manufacturing; and food and nutrition security. Investments in these sectors are likely to boost demand for labour and enhance youth employment and youth related services.

- (ix) Besides these domestic initiatives, the UN General Assembly in September 2015 adopted the 2030 Agenda for Sustainable Development that includes 17 Sustainable Development Goals (SDGs). Building on the principle of “leaving no one behind”, the Agenda 2030 emphasizes a holistic approach to achieving sustainable development for all. The Agenda has its main objective as: eliminating poverty, making growth inclusive and sustainable, and ecosystems (including the climate) restored. At the global front, it is expected that the youth will be key in rolling out the 17 SDGs by playing their role as: disruptive critical thinkers; creative change agents; innovators; communicators; educators; and leaders.

2.3 SWOT analysis of recent policy interventions

26. The Policy also confirms that although the Kenyan youth are faced by a number of challenges, they indeed present great strengths and opportunities that the country should tap into for national wellbeing. The most notable strengths and opportunity that the youth present are: they are the largest population cohort in the country and therefore a major human resource for socio-economic development; they have energy and are available; and they demonstrate high affinity for networking, teamwork and cohesion.

27. Tables 2 and 3 present the details of a strengths, weaknesses, opportunities and threats (SWOT) analysis of the youth and the various youth related interventions respectively. The analyses are informed by studies/surveys reports and stakeholder consultations.

Table 2: SWOT analysis of the youth in Kenya

Strengths	Weaknesses
<ul style="list-style-type: none"> (i) Creativity, talent and innovation (ii) Malleable and easily trainable (iii) Quick in embracing ICT (iv) Adaptable to positive peer influence 	<ul style="list-style-type: none"> (i) Lack of employable skills due to low education attainment and skills gaps (ii) Weak value systems (iii) Prone to negative peer influence (iv) Limited capacity to effectively engage in entrepreneurship activities (v) Negative stereotypes among the youth
Opportunities	Threats
<ul style="list-style-type: none"> (i) Devolved governance structures (ii) ICT advancements (iii) Vibrant social media (iv) Potential to exploit youth dividend (v) Operationalization of Technical Vocational Education and Training (TVET) (vi) Unexploited talents in sport and arts (vii) Access to Government Procurement Opportunities 	<ul style="list-style-type: none"> (i) Vulnerability to engage in terrorism and radicalization (ii) Drug use and substance abuse (iii) Insecurity (iv) Emerging cultural trends (Harmful cultural practices) (v) Youth Unemployment (vi) Low transition mechanisms from education to world of work

Table 3: SWOT analysis of the youth interventions

Strengths	Weaknesses
<p>Policy Interventions</p> <ul style="list-style-type: none"> (i) National Youth Council Act 2009 (ii) Constitution of Kenya 2010 (iii) National Employment Authority Act 2017 (iv) The Affirmative Funds (YEDF, WEDF, UWEZO) (v) Access to Government Procurement Opportunities Act, 2016 (vi) Kenya Youth Opportunities Programs (KEYOP) (vii) Private Sector Initiatives (viii) National Youth Service (ix) Kenya Vision 2030 (x) Big 4 Agenda, 2018-2022 (xi) SDGs, 2013 (xii) International Youth treaties (African Youth Charter, UN Youth Charter 2030) (xiii) National Youth Service Act (2018) <p>Institutional Structures</p> <ul style="list-style-type: none"> (i) Directorate in charge of Youth Affairs (ii) National Youth Council (iii) Youth Serving Organizations 	<ul style="list-style-type: none"> (i) Weak coordination of youth initiatives (ii) Lack of integrated youth data and information. Low uptake of affirmative Funds (iii) Poor repayment of the Affirmative Funds (iv) Unclear standards and definition of youth (v) Weak support from society (vi) Negative perception towards entrepreneurship and self-employment (vii) Negative stereotypes of youth (viii) Lack of focal point for registration of youth groups and organizations (ix) Lack of youth mainstreaming strategy (x) Lack of communication strategy on youth matters (xi) Weak framework for youth development information systems (xii) High cost of business financing (xiii) Weak awareness and networking among the youth (xiv) Weak monitoring and evaluation framework (xv) Weak collaborations between government, the private sector, development partners and other stakeholders in implementing youth initiatives.
Opportunities	Threats
<ul style="list-style-type: none"> (i) Devolved Structures (ii) ICT Advancement (iii) Vibrant social media (iv) Operationalization of Technical Vocational education and Training (TVET) (v) Sport and Arts (vi) Access to Government Procurement Opportunities (vii) Youth talent 	<ul style="list-style-type: none"> (i) Retrogressive cultural practices such as female genital mutilation (ii) Youth Unemployment

Chapter 3

3 Kenya Youth Development Policy Framework

3.1 Goals

28. The overarching goal of the Kenya Youth Development Policy is to promote the holistic participation of the youth in socio-economic and political wellbeing for themselves, the country and the future.

3.2 Aim

29. Ensure adequate youth development and empowerment while harnessing their potential for productive engagement at local, county, national and international levels.

3.3 Vision

30. The Policy envisions: a society where youth have an equal and responsible opportunity as other citizens to realize their fullest potential in socio-economic and political aspirations, through honest and hard work.

3.4 Mission

31. To guide the National and County governments and all stakeholders involved in the planning and implementation of interventions and programmes targeting the youth in the country.

3.5 Objective of the Kenya Youth Development Policy

32. The overall objective of the Policy is to achieve youth mainstreaming and streamline national as well as County Government initiatives on youth empowerment. Specifically, the following objectives shall be pursued:

- i) Ensure youth mainstreaming as a component of program design and implementation.
- ii) Align recent national, regional and international policy issues that affect the youth
- iii) Consolidate positive attitudes among the youth that lead to harmonious society, patriotic citizenry and tolerance;
- iv) Provide youth with relevant opportunities consistent with their diverse and dynamic needs while supporting and encouraging their participation in the Country's sustainable development;
- v) Support holistic development of the youth while reinforcing and consolidating healthy behavior, practices and values.

3.6 Principles

33. The Youth policy seeks to appreciate the stipulation of the Constitution of Kenya 2010 and especially the National Values and Principle of Governance under Article 10. The Kenya Youth Development Policy therefore becomes a vehicle for prioritizing critical actions aimed at creating an enabling environment for the youth to fully achieve their aspirations in nation building. The Policy addresses key strategies needed to engage the youth in ensuring active youth participation and holistic engagement in actualizing National Values and Principles of Governance. The overarching values were based on the principles of responsiveness, access, participation, inclusion, integration, diversity, empowerment and equity. The values are underpinned and informed by the following principles.

- i) Responsiveness: government, private sector, civil societies, faith-based organizations (FBO) and NGOs shall respond to the needs and concerns of the youth and act with an aim of harnessing their human potential for sustainable development of the country.
- ii) Access: youth shall be supported and encouraged to access quality services while ensuring equality for opportunity and active participation in society and economy.
- iii) Participation: in cognizance of principle of public participation and constitution youth shall be involved in planning and decision-making processes that affect them and wider society.
- iv) Inclusion: The main impediment to youth's active participation and political engagement and socio-economic fears shall be addressed and positively taken to support direct and indirect inclusion of youth in various activities.
- v) Integration: all stakeholders involved in youth activities including government, private sector, civil societies, faith-based organizations (FBO) and NGOs, among others shall be required to cooperate and coordinate their efforts for main impact in supporting development of youth and helping them realize their full potential.
- vi) Diversity: in designing implementation of the policy, the diverse background of the young people shall be recognized and respected including their role in the emotional, social, cultural and spiritual development.
- vii) Empowerment: young people shall be empowered to take control of their own lives and destiny and take full responsibilities of their action while influencing their own future and trigger positive change.
- viii) Equality: all youths shall be given equal respect, opportunity, dignity regardless of their experience, ethnicity, physical and mental capacity, sex, age, vulnerabilities and disabilities.

3.7 Values

34. In pursuant of the aimed vision, the following values shall inform aspect of policy and its implementation.

(i) Patriotism

35. The Policy emphasizes the importance of patriotism among the youth. They should demonstrate a spirit of nationhood, love, respect and pride in the country and be ready and willing to invest their time, skills, energy and good character to make it thrive. Through patriotism, the youth will put the country's best interest first, endeavour to preserve and protect the nation as it currently exists, while eventually working together to make it better.

(ii) Respect of diversity and ethical values

The Policy respects the cultural, religious, and social backgrounds of the different communities and conforms to universally recognized human rights, without discrimination based on sex, race/origin, age, ethnicity, creed, political affiliation or social status. Respect-for individual worth, dignity of all young people regardless of their diversity. ethnicity, physical mental capabilities, social economic background, sex, for right to be informed, heard, for right to determine their own future, destiny and happiness. This also includes recognition of the individual diversity, shared experiences of the people, right principles enshrined in the Kenya Constitution (2010), the universal declaration of Human right, the UN Convention on the right of people with disabilities, the convention of the right of the child, declaration of the right of the child.

(iii) Equity and accessibility

36. The Policy subscribes to the principles of equal opportunities and equitable distribution of programmes, services, and resources. It also endeavours to promote access to socio-economic opportunities for the youth.

(iv) Inclusiveness

37. The Policy underscores the need to promote an inclusive approach to the development of the youth. It seeks to promote equity and equality, including working to eliminate all forms of discrimination and violence.

(v) Good governance

38. The Policy seeks to promote the values of good governance, integrity, a just and tolerant society, transparency and accountability. In addition, the policy serves as a channel to promote values of industriousness, inclusiveness, selflessness, volunteerism and pursuit of good conduct.

(vi) Mainstreaming youth issues

39. The needs, aspirations, opportunities and challenges facing the youth are concerns for the whole society. The Policy therefore aims at ensuring that youth issues are reflected in all sectors of national development, on both the micro and macro levels, within the public, private sectors and society. It emphasizes affirmative action for the youth as a strategy of participation in decision making and empowerment.

(vii) Accountability

40. Accountability implies responsibility for one's activities and resources entrusted to them. The Policy therefore supports accountability among the youth through supporting environment that will enable youth exploit their abilities and experiences for improved productivity.

(viii) Self-reliance

41. Reliance on one's own capacities and capabilities is fundamental for one to attain identified goals in life. The Policy supports youth to depend on their individual capabilities, judgement while restraining from conformity and false consistency. The policy therefore inculcates the fundamental principal that youth can change and control their destiny, feel secure and influence their destiny.

(ix) Honesty and integrity

42. Honesty and integrity are core for individual development. The policy therefore encourages the youth to stand by what they say they will do and do what is right regardless of the circumstances. The policy encourages the youth to put personal agendas aside to focus on the greater good of the Country. The youth shall also be supported in developing their physical, emotional and intellectual capabilities, skills, talents, strength, abilities, in promoting their physical, mental and spiritual wellbeing, and fulfilling their potential, and aspiration while meeting their needs. The youth, families, communities shall ensure conducive environment for active participation, sense of responsibility, caring, capacity to build and attain quality life and relationship with their community, home, world of work and nation at large.

3.8 Rights, Responsibilities and Obligations of Stakeholders, including Youth

3.8.1 Rights of youth

43. The Policy recognizes the importance of youth to enjoy their youthfulness. Irrespective of social status, sex, the youth have a right to life. The rights include:

- i) Quality education;
- ii) Good health;
- iii) Marriage at the legal age of consent;
- iv) Protection from sexual exploitation and abuse;
- v) Seek decent employment;
- vi) Adequate shelter, food and clothing;
- vii) Freedom of speech, expression and association;
- viii) Participate in making decisions that affect their lives;
- ix) Protection from social, economic and political manipulation; and
- x) Ownership and protection of property.

3.8.2 Responsibilities and Obligations of the Youth

44. The policy seeks not only to safeguard the rights of the youth, but also to help them to understand and fulfil their responsibilities, for the development of society. Towards this goal the responsibilities and obligations of the youth have been identified as follows:

- i) Be patriotic and loyal to Kenya and promote the country's well-being;
- ii) Contribute to social-economic development at all levels, including through volunteerism;
- iii) Create and promote respect for humanity, sustain peaceful co-existence, national unity and stability;
- iv) Protect the environment;
- v) Help to support and protect those who are disadvantaged and vulnerable;
- vi) Promote democracy and the rule of law;
- vii) Create gainful employment;
- viii) Take advantage of available education and training opportunities;
- ix) Develop a positive attitude towards work and entrepreneurship;
- x) Lead healthy lifestyles and shun harmful drug use and substance abuse
- xi) Avoid careless and irresponsible sex; and
- xii) Take responsible charge of their lives.

3.8.3 Obligations of adults and parents

45. The strong family ties inherited from our traditional societies, which called for mutual respect between the various age groups, have weakened. As a result, signs of rebellion are visible among a number of youths. The policy spells out obligations for parents and guardians. Parents shall:

- i) Promote responsible parenting;
- ii) Provide positive role models for the youth;
- iii) Provide equal opportunities and access to family to the youth, regardless of their sex;
- iv) Meet basic and material needs of the youth;
- v) Provide guidance and counselling to the youth;
- vi) Train and socialize the youth into different skills;
- vii) Provide financial support for youth projects;
- viii) Offer room for youth participation at all levels; and
- ix) Assist the youth to realize their goals and full potential.

3.8.4 Obligations of the state

46. It is the obligation of the State to ensure that all its citizens are served to their expectation. It should carefully plan and be involved in developing the youth to be responsible and available to contribute to the current and future nation-building efforts. Specifically, the State shall:

- i) Be the lead agent in supporting the implementation of the youth policy. This support should cover all the envisaged initiatives and programmes including: creation of sufficient employment opportunities for the youth, education and training and setting up health facilities
- ii) Ensure that the youth enjoy their State rights
- iii) Provide the necessary framework for youth to fulfil their obligations
- iv) Provide quality education and skills development
- v) Create a mechanism and opportunities for involvement of youth in internship, and volunteerism.

3.8.5 Obligations of the Private Sector

47. The private sector shall take part in the overall job creation and employment of the youth; engage in entrepreneurial development; provision of information and transfer of technology and skills. As employers they should avoid exploitation of youth.

3.9 Target Youth Groups

48. This policy document is a basis for developing opportunities for all the youth in Kenya. However, in addressing the needs of the youth, special attention shall be paid to certain groups because of their specific needs. In each of the targeted youth groups, the Government and organisations working with the youth will be required to give special attention to affirmative action.

3.9.1 Youth Living with Disability

49. For many youth a disability leads to rejection, isolation and discrimination, hindering their psychological, emotional, social and economic development. Youth living with disability require specific strategies to ensure they participate fully in society. Special measures will be put in place to ensure that their needs are adequately addressed. The policy adopts a developmental approach to youth living with disability where their human rights, participation and inclusiveness are promoted. The policy advocates greater awareness of the issues faced by youth who are mentally and or physically, visually impaired or have a hearing impairment.

3.9.2 Street Youth

50. Due to the breakdown of the social fabric street families have continued to increase in our cities and towns. From street boys and girls we now have street youth and families. These are people who live and/or work in the streets, many of them due to homelessness. The street youth are especially vulnerable as they lack protection, supervision or direction from responsible adults. The policy advocates enhanced re-integration and rehabilitation of street youth in the communities and strengthening of family systems.

3.9.3 Youth infected with HIV & AIDS

51. The youth continue to be the most affected by the HIV and AIDS pandemic. The youth are exposed to the HIV and AIDS due to biological, socio-cultural and economic factors. The high rate of teenage pregnancies, abortions, school drop-out and sexually transmitted diseases confirm that the youth are engaging in sex early, increasingly being exposed to HIV and AIDS and sexually transmitted diseases. The policy advocates community-based care and positive living for this target group.

3.9.4 Female Youth

52. The female youth constitute 52% of total youth. Sexual activity among the youth begins quite early in their life. Over 44% of girls between 15-19 years old have had sexual intercourse. Sex at this age has adverse effects on health, besides other socio-economic consequences. Studies have shown that most adolescent pregnancies (around 90%) are unplanned. High level of unprotected sexual activity exposes the female youth to the risk of contracting STIs, including HIV and AIDS.

The lower level of education for girls, coupled with retrogressive social and cultural practices such as female genital mutilation (FGM) and forced early marriages, put the female youth at a disadvantage. These factors have led to low participation and representation of youth in decision-making. Traditional gender roles over burden the female youth, limiting their opportunities for progression and self-development.

3.9.5 The Unemployed Youth

53. Unemployment brings along with it social ills such as crime, alcohol and drug abuse, as well as radicalization and violent extremism. Both the Government and non-governmental agencies must address this problem. The unemployed youth should be provided with empowerment opportunities, in addition to access to services, support programmes and opportunities for further training.

3.9.6 The number of youth not in education, training (NEET) youth has increased over time.

54. The out of school youth have special needs in terms of access to socio-economic and other opportunities. The increasing disparity between the annual output of school leavers and the job creation in the economy has resulted in high unemployment levels among the youth. Unemployment, which is mainly as a result of rapid population growth and increased pressure on land and other resources, is exacerbated by imbalance of skills among the youth caused by the education system and over-reliance by Kenya's industries on foreign technologies.

3.9.7 Youth in the Diaspora

55. A sizeable number of Kenyan youth are living in the Diaspora, some irregularly. The youth Policy provides measures to protect the rights of all young people living in the Diaspora and encourage them to participate in national, political, cultural, social and development programmes, and provide measures for and the youth facing challenges in diaspora to return while supporting their full reintegration into society.

Chapter 4

4 Youth Policies and Strategies

56. This section focuses on policy objectives, strategies, interventions and measures aimed at empowering and harnessing the potential of the youth while contributing to the Country's sustainable development.

57. The youth as a distinct demographic category are provided for in Article 260 of the Constitution. Article 55 in the Bill of Rights provides for the fundamental principles and rights of the youth, inclusive of obligations of the state to ensure attainment of the rights. The Constitution of Kenya obliges the state to take measures, including affirmative action programmes, to ensure that the youth access relevant education and training; have opportunities to associate, be represented and participate in political, social, economic and other spheres of life; have access to employment; and are protected from harmful cultural policies and exploitation. The Constitution provides the broad legislative framework for development of the current Kenya Youth Development Policy.

58. Comprehensive and multi-sectoral programmes and initiatives aimed at supporting youth initiatives are essential for sustainable national development. This Policy, therefore, prioritizes youth policies and interventions that are consistent with the country's development priorities, Constitution, international conventions and the global trends relating to the youth agenda

59. The identified measures shall involve both national and county governments; public and private sectors; NGOs; FBOs and other youth stakeholders. The youth transformative agenda will not only target the youth but also formal and informal institutions dealing with youth issues in both the rural and urban areas. The interviews shall be mainstreamed into the wider sustainable development agenda.

The key priority areas for policy intervention include:

- i) Support youth development, health and nutrition and wellbeing;
- ii) Supporting transformative leadership, mentorship, participation and representation;
- iii) Transforming agriculture to make it attractive to youth;
- iv) Creativity, talent identification and innovative development;
- v) Tackling crime and supporting security and peace building;
- vi) Entrenching patriotism and volunteerism;
- vii) Investing in skills, apprenticeship and entrepreneurship development, apprenticeship training and employment;
- viii) Supporting information, communication and technology (ICT) Development and innovation;
- ix) Supporting environment and sustainable development;
- x) Eradicating drugs and substance abuse among youth;
- xi) Curbing radicalization and violent extremism;
- xii) Youth mainstreaming in social, economic and political initiatives.

4.1 Support youth development, health, nutrition and wellbeing

60. Health is a fundamental and cross cutting issue which has important bearing on youth's wellbeing and capacity to participate in education, skills development, poverty eradication; and national economic, political and social processes. Apart from preventable and communicable diseases such as sexually transmitted diseases, spread of HIV and AIDS, new challenges like malnutrition, non-communicable, reproductive health and drug abuse have become issues of major concern. Mental health is increasingly becoming a common problem among the youth. Depression, anxiety, propensity

to commit suicide, eating disorders, psychosis, drug use and substance abuse contribute to youth mental health problems. Mental health includes capacity to subdue stress, reduce risks of illness and nurture positive interactions.

61. There is a growing health problem among youth who drop out of school. This category of youth are mostly unemployed, have no adult supervision, have poor level of welfare, and are vulnerable to drug use and substance abuse. Young females are particularly vulnerable to high-risk behavior, such as transactional sex, prostitution, rape, female genital mutilation (FGM), sexual abuse and sexual exploitation. They are exposed to violence, exploitation, and are often in conflict with the law. At present, there are limited programs aimed at addressing the needs of these groups of the youth. Consequently, the Government with support from stakeholders shall:

4.1.1 Develop and implement interventions and initiatives to improve physical and emotional health and well-being of the youth while mitigating any negative practices that may be injurious to wholesome health of the youth such as poor nutrition, FGM and drug use and substance abuse.

The Government with support from other stakeholders shall:

- i) Promote and encourage healthy lifestyles among youth including healthy eating, nutrition, sports and recreational activities;
- ii) Promote youth's mental and emotional health;
- iii) Promote public education for the youth and communities on sexual and reproductive health;
- iv) Promote youth participation in key decision making around policy, advocacy, budgeting, (participation) planning, and implementation process;
- v) Promote and support programmes on personal hygiene, physical fitness, reproductive and mental health; improve the technical and institutional capacity of youth organisations/community-based organisations (CBOs) to enable them to effectively advocate and promote health programmes for youth;
- vi) Promote partnerships between the government, civil society organisations (CSOs) and the private sector to invest in youth friendly health facilities;
- vii) Enhance the youth's capacity in leadership and advocacy to enable them support and manage youth health programmes;
- viii) Promote research in youth health related areas and make the findings accessible to inform action and intervention;
- ix) Increase availability and access of health information and services to the youth and investment into strengthening the youth friendly health management system of the country;
- x) Development of Information, Education and Communication (IEC) material for youth;
- xi) Use available government facilities to implement youth friendly initiatives e.g. through *Huduma* Centers, Youth Empowerment Centres, among others;
- xii) Target youth with various health issues through provision of safe platforms for engagement e.g. social media interventions;
- xiii) Engage youth in prevention, protection and programming of sexual and gender-based violence;
- xiv) Create awareness and promote early screening and strengthen food security and nutrition management systems;

4.1.2 Support and implement comprehensive and inclusive mental support programmes including emotional, physical, social, environmental, spiritual wellness to facilitate achievement of full youth potential.

The Government with support from other stakeholders shall:

- i) Invest in children's psychomotor development during the first 1000 days of life.
- ii) Promote youth's mental and emotional health through engaging in creative social and economic activities.
- iii) Develop programs on handling stigma as a result of mental health issues and illness.

4.1.3 The government in collaboration with other stakeholders and development partners shall promote establishment of youth-friendly health services at all levels of the health system.

To achieve this policy objective the government shall:

- i) Promote and support youth campaigns aimed at encouraging a change in sexual behaviour and discouraging teenage and early pregnancies, drug and substance abuse, and negative peer influence. Promote and establish home and community-based welfare programmes to help youth orphaned by HIV/AIDS;
- ii) Establish and develop youth friendly guidance and counselling units in learning institutions, youth centres and health facilities;
- iii) Establish affordable rehabilitation centres to help youth addicted to drugs and substances of abuse; and encourage parents to take a lead role in teaching and counselling their children on responsible sexual behaviour; and
- iv) Build the capacity of peer educators on youth seeking services.

4.2 Support transformative leadership, mentorship, participation and representation

62. Effective participation of the youth in leadership and governance is necessary for the realization of the National development goals. In addition, the Government in partnership with key stakeholders have an obligation to provide a supportive environment where youth leadership abilities can be nurtured, ideals of volunteerism and community service upheld and national values entrenched among the youth.

4.2.1 The government and other stakeholders shall create mechanisms that promote effective and inclusive engagement of youth in development issues at all levels including county, national, regional and international levels in line with Article 55 of Kenya's Constitution (2010).

- i) Design a national framework and program for identifying and building the capacity of young leaders;
- ii) Strengthen the National Youth Council to promote effective inclusive engagement of the youth at all levels of government including decision making processes; and
- iii) Institutionalize youth mentorship initiatives in the Country.

4.2.2 Strengthen participation of the youth in governance and leadership roles.

The Government with support from other stakeholders shall implement the following strategies:

- i) Institutionalize periodic forums to receive views and strategies on youth matters;
- ii) Develop a framework for identification of youth representatives in parliament through the Political Parties;
- iii) Strengthen the role of the National Youth Council towards registration of youth groups and youth serving organizations;
- iv) Promote youth exchange programmes;
- v) Enhance linkages with regional and international youth organizations for purposes of enhancing exposure to opportunities.

4.2.3 Moral development for the youth

63. Integration of National Values and principles of governance as enshrined in the constitution requires good morals among the population and communities. These morals are acquired through effective parenting and guidance, family and community upbringing efforts, faith based and learning institutions. However, weak family systems and lack of social cohesion among communities cause a threat to upholding values in society. The ultimate end becomes corruption, weak appreciation of our diversity and weak social fabric in society which is fundamental for sustainable development. To address these issues, the government in collaboration with all stakeholders shall:

4.2.4 Uphold social fabric of society through mainstreaming cohesion and morals among the youth from early childhood through;

- i) Recognize, support and encourage positive role played by families, FBOs, communities and learning institution, information and knowledge on positive moral and values among the youth;
- ii) Support and promote inter - generation discussion between the youth and adults at all levels, exchange of polite knowledge and volunteerism values;
- iii) Strengthen delivery of morals, ethics and values in the learning curriculum at all levels;
- iv) Promote cultural and creativeness and innovative practices that help shape characters of youth and their morals;
- v) Mainstream nation hood values and principles of governance among all youth programs; and
- vi) Promote and support integrity of family unit while strengthening nuclear and extended family support structures.

4.3 Transform agriculture and agri-business to make it attractive to youth

64. Agriculture is the mainstay of the Kenyan economy and a key livelihood pillar for most of the youth. The sector accounts for about 40 percent of Kenya's total exports and provides both formal and informal employment in urban and rural areas. The sector comprises six subsectors, namely: Industrial crops, food crops, horticulture, livestock, blue economy and fisheries and forestry, while food and nutrition security is one of the pillars of the Big Four Agenda of Government.

65. However, the agriculture sector in the country is dominated by an ageing population (average age of a farmer was 55 years) that utilize the conservative rain fed farming methods and are less

inclined to embrace modern farming techniques. Youth participation in the agriculture sector is likely to encourage use of ICT to assist in establishment of innovative and modern farming methods, value addition, marketing and job creation and eventually contribute to improved food security and nutrition. The Policy, therefore, aims to ensure that the energy, innovation and passion of the youth are fully integrated in the operations of the agricultural sector. Kenya depends on the export of raw agricultural products in raw state while importing high technology intermediate and finished consumption products. This translates to exporting Kenya jobs while creating jobs for youth in source countries. The government shall therefore:

4.3.1 Position youth at the forefront of agriculture growth and transformation. This will be achieved through boosting youth employment in agriculture and agribusiness.

Specifically, the government with support from other stakeholders shall:

- (i) Promote youth participation in agriculture as a livelihood value addition of agricultural outputs and put in place processes that motivate youth to participate in agribusiness;
- (ii) Remold the negative perceptions on agriculture among the youth; promote agriculture, livestock and blue economy skills development, innovation, information sharing and access to finance;
- (iii) Support youth to access land for agri-business and agricultural adoption to climate change;
- (iv) Strengthen youth's agribusinesses through enhanced coordination, monitoring and evaluation of product development and supply chains in agribusiness activities;

4.3.2 Identify and address the fragility and increasing vulnerabilities of sustainable youth self-employment particularly in agriculture and entrepreneurship. The government in collaboration with all stakeholders shall provide a conducive environment for youth engagement in agriculture through:

- i) Rebranding agriculture as the new unexplored frontier for growth in business opportunities;
- ii) Specialization by re-directing and training youth to focus either on sections of the value chain activities such as production, processing or marketing;
- iii) Develop innovative financial packages that provide incentives for youth entrepreneurs in the sector ;
- iv) Encourage youth to invest in Blue economy activities;
- v) Invest in value addition through processing, branding, quality, shelf life improvements
- vi) Invest in irrigation and water harvesting technologies to facilitate full time engagement of the youth and shorten waiting time for economic returns;
- vii) Digitize agricultural production and marketing information into web-based resources;
- viii) Invest in emerging livestock and agricultural technologies;
- ix) Profile successful youth role models in agri-business who can mentor other upcoming youth;
- x) Review land tenure and use systems to provide adequate security and access to land to encourage youth to invest in land improvements, development and productivity, minimize conflicts and encourage lease arrangements for private and corporate investment for irrigation development; and
- xi) Promote the participation of the youth in modern agriculture as a viable career opportunity for the youth and as an economic and business option.

4.4 Creativity, Talent Identification and Development

66. The youth constitute a huge pool of untapped talent potential including in sports and performing arts. This potential can be tapped and nurtured to create alternative pathways of earning

a living. Besides their sports prowess, Kenyan youth are creative, innovative and easily adopt to technology changes. The Policy therefore encourages establishment of a network of talent development institutions to support the emerging generation of highly creative youth.

67. The government in collaboration with other stakeholders shall develop structured recreation opportunities for the youth. Participation in these activities shall build positive social relationships, help nurture conflict resolution skills, promote mental health, civic and corporate social responsibility. Successful participation in recreational activities also helps in reducing juvenile delinquency, boosts positive behaviours, reduces violence, enhances self-confidence, optimism, self-initiation and contributes to improved productivity. The government with support from stakeholders shall therefore set up youth friendly recreational activities to reduce negative behavior while promoting individual development and productivity. To achieve this objective, the government shall:

4.4.1 Develop and implement inclusive mechanisms for identifying, developing, nurturing and supporting the youths' creativity and talents; and promote cross-sectional cooperation in recreational activities at national and county levels.

The following measures shall be put in place:

- i) Revitalize the national youth talent academy;
- ii) Develop and implement youth talent identification and nurturing policy;
- iii) Create a database on talented youth and the industry players to facilitate networking and referral;
- iv) Establish and rehabilitate creative talent hubs and Youth Empowerment Centres;
- v) Sensitize youth on the value of talent and talent development
- vi) Establish a comprehensive talent scouting system in all regions/counties for continuous identification of talent and creative innovations;
- vii) Liaise with stakeholders in talent identification and development;
- viii) Institutionalize annual youth sport week to promote the value of physical exercise and the spirit of healthy living and competition among youth;
- ix) Promote sport activities that fosters social inclusion and community integration and inclusivity in the country;
- x) Encourage and support volunteering in sports and extra co-curriculum activities across all counties.

4.4.2 The government shall put in place mechanisms for creation of infrastructure, promotion, coordination and protection of the youths' creativity, innovations and talents. The government shall also stem the growing problem of doping and mismanagement of earnings from sports by professional sportsmen and women.

To implement this, the government and stakeholders shall implement the following policy measures:

- i) Invest in community, national and regional music and cultural festivals;
- ii) Promote art for national cohesion and national values among the youth;
- iii) Strengthen, support and reward system for participation in sports at national and international levels and implement the National Sports Policy;
- iv) Encourage private sector participation in the promotion of arts and sports sectors for youth;
- v) Strengthen and promote extra-curricular activities in educational institutions; and

- vi) Identify and promote regional and local recreational opportunities such as outdoor activities, sports and opportunities for enhancing creativity.
- vii) Effectively implement the Kenya Anti-Doping Act, 2016.
- viii) Build the capacity of the youth to manage their sports earnings through collaborative initiatives.
- ix) Support and encourage youth in sports not to engage in doping activities and to invest their earning in productive activities and initiative.

4.4.3 Development and implementation initiatives that enhance youth’s artistic talent while promoting cultural and creative awareness and participation in related activities in their communities at national and sub-national level. The government shall also correspondingly address copyright infringements.

The government in collaboration with other stakeholders shall:

- i) Support and encourage youth to develop their creativity, artistic and practical skills, music, script writing and drama;
- ii) Support and promote literature for young writers; and
- iii) Encourage and facilitate access to entrepreneurial activities through Access to Government Procurement Opportunities (AGPO).
- iv) Enhance the implementation of the Copyright Act, No. 18 of 2014 and create awareness on copyrights and enhance the capacity of the youth to value intellectual property rights.

4.5 Tackle Crime and Support Security and Peace Building

68. Increased incidences of crime across the country is a major socio-economic policy concern. This is linked to the growing number of youth who are taking to crime, especially in major cities and towns. Probable causes of this increase in youth's involvement in criminal activities include: high poverty levels, idleness and disillusionment occasioned by increased unemployment rates despite more youth having access to education. Peer pressure and use of drugs and substances of abuse contribute to crime among the youth. The country’s security landscape is also characterized by various conflict drivers such as competition for power, poverty, youth under employment and unemployment, transnational crime, terrorism, recruitment of vulnerable youth into militia groups and criminality and proliferation of small arms.

To address this challenge:

4.5.1 The Youth shall be included in the peace building processes and inclusion in decision making on matters related to peace building. Inclusion and participation of young people enhances their capabilities and affords them the opportunity to improve their lives as well as their communities. The government shall involve the youth in security and peace building processes as stakeholders and decision makers and allow them to participate in policy processes that affect them.

The government shall:

- i) Work with multi-agency, families and communities to engage the youth in promoting peace and secure crime free neighbourhoods.
- ii) Support inclusion of youth as specific stakeholders in community driven security and peace building initiatives, as they are largely affected by both conflict and instrumental to peace building;
- iii) Recognize and include the role of youth led and youth-based peace building organizations in peace building activities and promoting a culture of peace;

- iv) Create a participatory monitoring framework that has built in mechanisms to ensure young people's active participation;
- v) Commit to funding resources and mechanisms for raising awareness and extending the outreach to all young people, especially to vulnerable or marginalized groups of young people;
- vi) Involve the youth in social inclusion and citizenship education to enhance the active involvement and participation of young people;
- vii) Support investment in alternative or non-formal education programmes that reach out to school youth, and that include peace building components, and track the situation of those youth after they leave the programme;
- viii) Educate the youth on abiding by the law and good neighbourliness;
- ix) Involve youth in peace building, conflict resolution and prevention and reconciliation initiatives;
- x) Design and implement livelihood skills programs for youth;
- xi) Design and implement programs to promote inter-generational dialogue, societal and national values.

4.6 Entrenching Patriotism and Volunteerism

69. The youth have the energy, skills and time that can be harnessed to support national socio-economic and political development through volunteerism opportunities. In such opportunities, the youth find a rare chance to make a difference in the lives of their fellow citizens. This Policy strongly advocates and encourages all stakeholders to undertake strategic actions to embed the culture of volunteerism among the youth. The government shall:

4.6.1 **Involve the youth in activities that promote volunteerism and community service while developing their sense of patriotism and nationalism and promotion of national values. The government shall: Cultivate national values among the youth and build their capacity to enable them to participate in leadership and community service.**

Specific interventions include:

- i) Support development and implementation of a National Youth Volunteerism Policy Framework;
- ii) Facilitate all stakeholder ownership and support for youth volunteerism;
- iii) Increase outreach and capacity of the National Youth Volunteer service.
- iv) Educate and cultivate the youth on the value of patriotism, national cohesion and volunteerism
- v) Mainstream youth volunteerism in all sectors of Government [national and county];
- vi) Synergise Community Policing Initiatives (*Nyumba Kumi*) with the Youth Volunteerism Plan;
- vii) Implement a mechanism for monitoring, evaluating and recognizing the youth who successfully accomplish their roles within the volunteerism programmes;
- viii) Establish community service for youth and promote volunteerism;
- ix) Establish a reward system for recognizing outstanding community service among youth at national level; and
- x) Promote private sector support for youth volunteerism.

4.6.2 **Develop and implement strategies to enable the youth to actively participate in voluntary and community initiatives.**

To achieve this, the government and other stakeholders shall:

- i) Encourage and support community-based projects, activities and events involving the youth;
- ii) Encourage the youth to participate in voluntary activities at various levels;
- iii) Promote active citizenship, social inclusion and solidarity among the youth;

4.7 Investing in skills and entrepreneurship development, apprenticeship training and employment

70. There is a weak link between education and training on the one hand and needs of labour market on the other. This makes it difficult to fully integrate youth in labour market. Youth also lack bank security in event of bank guarantee requirements. Formal public and private sectors have not expanded substantially to create adequate jobs for the mass of unemployed youth. The youth lack apprenticeship and incubation programmes hence have limited knowledge of actualizing what they learn in training institutions demands of the industry. To address this challenge the government shall:

4.7.1 Develop and implement initiatives that utilize both formal and non-formal education³ and mutually reinforce or enhance of youth educational progress and attainment. In this regard, the government in collaboration with other stakeholders shall:

- i) Develop strategy to support learners who excel in extra curricula activities;
- ii) Support the youth not in education, employment, or training (NEET) by enhancing their skills through technical programs to enable them effectively participate in the labour market;
- iii) Promote life-long and e-learning for the youth;
- iv) Provide career guidance and relevant professional advice for youth to ensure smooth transition to the world of work;
- v) Ensure equitable and inclusive access to quality education and training for youth at all level right from early learning, primary, secondary, university and technical education and promoting attainment levels in literacy, numeracy, science, technology and other market driven competencies;
- vi) Undertake targeted initiatives to improve education attainment of youth at risk of vulnerabilities such as poverty;
- vii) Undertake initiatives to raise level of youth retention and attainment of free and subsidized schooling including primary, secondary, TIVET and tertiary education training and university education; and
- viii) Assist and support the youth to attain knowledge, apprenticeship skills and experiences required to enable them effectively participate in national development of their counties, communities and families.

71. The increasing youth population offers the country an opportunity to turn the demographic dividend into jobs and economic growth by developing appropriate skills through quality and relevant

³ *Non-formal education* refers to any organised educational activity outside the established formal system of education. These initiatives are in some situations credited for being more flexible and responsive to the labour market needs.

job-market specific training opportunities. However, high unemployment among the youth is a major challenge. Further, despite the evident skills deficits in the country, education and training remain critical tool in addressing the mismatch between skills development and training, entrepreneurship and the job market demands. The Government in collaboration with the private sector and other stakeholders shall:

4.7.2 Take measures to promote skills development, entrepreneurship, apprenticeship, incubation and employment among the youth. **The government shall:**

- i) Develop an effective labour migration policy to curb exploitation of youth employed or seeking employment abroad;
- ii) Promote industry relevant education and training, entrepreneurship and apprentice training;
- iii) Strengthen and increase Technical, Vocational Education Training (TVET) institutions;
- iv) Develop a labour market information system to support decision-making on youth employment opportunities;
- v) Establish a one-stop information centre on employment opportunities in each county and online portal;
- vi) Undertake tracer studies of graduates to gauge the relevance and level of uptake of learning programmes;
- vii) Operationalize national employment placement centres to cater for youth competencies and skills;
- viii) Create an enabling environment for young entrepreneurs to thrive including; enhancing access to credit and reducing the cost of business start-up. The government shall also improve social services and infrastructure.

4.7.3 Promote a culture of entrepreneurship among the youth through training, mentorship, incubation and business partnerships.

The government with support from stakeholders shall:

- i) Enhance entrepreneurship capacity building programs through supporting or expanding internships, mentorships, attachments and business incubation;
- ii) Review of regulatory framework on SMEs to make it friendly to youth; and
- iii) Ensure compliance to AGPO at both levels of government.

4.8 Support active engagement, empowerment and participation of youth groups

72. The country has weak framework for youth engagement, empowerment and structured participation in decision making. To address the challenge the government shall:

4.8.1 Develop and implement initiative programmes and activities that actively involve youth and youth organizations in developing competencies and skills that enhance their learning and future economic engagements. The government shall:

- i) Support youth empowerments programs which include projects such as literature, visual art, media, music, filming, volunteering, special need studies and training, internship, community work at both national, county sub-county, constituency, ward and community/local levels. The programmes shall be continued, revitalized, further developed and expanded to include new dynamics and innovative dimensions that take into account the dynamic and heterogeneous nature of the youth;

- ii) Implement intervention to support innovative and smooth transition from school to further education and trading and/or labour market. This will involve provision of professional development and accreditation of youth work and non-formal learning;
- iii) Establish outreach program and targeted youth initiatives to address the excluded groups and youths at risk including social, economic and political risks; and
- iv) Support collaboration between the youth council and community-based networks, in promoting youth work, cultural events and activities.

4.9 Support Entrepreneurship and Employment

73. The government has implemented various initiatives that focus on enhancing self-employment, access to finances and promotion of skills development and work experience for the youths. Currently, there are two initiatives aimed at enhancing self-employment of youths namely *Uwezo Fund* and Youth Enterprise Development Fund (YEDF). Through the two funds, the government provides unsecured and interest free loans to young people. The government has also implemented a *transformative youth empowerment program* under the National Youth Service (NYS). This program helps in skills and talent development and exploitation of the entrepreneurial potential of the youth.

74. The government amended procurement laws to allow 30 per cent of contracts to be given to the youth, women and persons with disability without competition from established firms. In addition, Youth Development Centres were established to offer mentorship, nation building, vocational and entrepreneur skill development opportunities. An on-line Industrial Training Attachment Portal (ITAP) was also developed to link industrial training institutions to industry and help students secure industrial attachments. The government has also launched The Kenya Labour Market Information Systems (KLMIS) which brings trainers, jobseekers, and potential employers into one platform.

75. Other interventions include the Internship and apprenticeship programme that is targeting the unemployed graduates and their Five-year Youth Agriculture Drive aimed at creating innovative, attractive and sustainable employment for the youth through agribusiness.

76. Despite these innovative interventions, there shall be need to monitor performance and enhance the effectiveness of the government initiatives. The government shall therefore:

4.9.1 Develop an implementation initiative to enhance effective youth participation in labour market to better their future economic engagements such as employment, apprenticeship, and entrepreneurship; occupational and professional activities. Specifically, the government and other stakeholders shall:

- i) Develop mechanisms for monitoring and evaluation of intervention and initiative implemented by the public sector
- ii) Enhance the coverage of the labor market information system (LMIS) to link the youth for opportunities;
- iii) Promote entrepreneurship and apprenticeship among young people through formal education, non-formal education, and other alternative learning and skills development opportunities;
- iv) Promote and support training skills development that meets needs of industry and meet labour market through strong and effective partnership between employer, learner, training institution;
- v) Inform, induce and support youth access training, apprenticeship, internship and other labour market-oriented opportunities in both public and private sector;
- vi) Encourage and support youth in self-employment;
- vii) Promote work exchange programmes for youths abroad; and

- viii) Establish and profile the youth not in education, employment, training (NEET) and mount targeted programmes for them.
- ix) Sign and support initiatives aim at integrating youths with special needs/disabilities in labour market.

4.9.2 Enhance youth employability, active participation in labour market and equipping youth with skills and capabilities to gain initial economic engagement either through employment or entrepreneurship, maintain the engagement and grow the career paths including in business.
Specific strategies shall include:

- i) Enhance employability of the youth by linking training and higher institutions of learning with world of work; address mismatch between education and training systems, needs of labour market, weak employment systems, weak entrepreneurship spirit of young people and inadequacy of labour market governance for young people. The government and nonpublic sectors shall provide internship opportunities, industry experience and mentorship for youth.
- ii) Support coordinated evidence-based capacity development programmes for the youth.
- iii) Identify, design, implement and strengthen mechanisms for integrating employment of youth in public contracts including AGPO;
- iv) Develop techniques for promoting better employability of young people through multi-sectoral approaches including encouraging multi-sectoral public private partnerships with local and international organization in youth training and empowerment.
- v) Reverse the tendency of young people to favour formal employment by promoting self-employment.
- vi) Creation of entrepreneurship curriculum that involves a change in the mindset of young people as early as at adolescence age by fostering the entrepreneurial spirit and acumen of desiring to be an employer rather than an employee.
- vii) Stimulating employment creation, facilitating skilled labour and entrenching entrepreneurship culture among the youth; improve efficiency of labour markets and strengthen labour administration and social dialogue.
- viii) Reduce youth unemployment and improve economic productivity through establishment of special economic zones, supporting the development of small micro and medium enterprises, embracing technology and innovation, promoting adoption and enhancing linkages between industry and training institutions, implementation of targeted industrial training attachments.

77. Different institutions and frameworks that support youth entrepreneurship include YEDF, WEF, UWEZO fund and Access to Government Procurement Opportunities (AGPO). The programmes provide start-up capital, low cost investment capital for expansion, training on business management, financial literacy, business incubation services, mentorship. Further the programmes provide business infrastructure and assists youth access to markets through organized exhibitions. The government also invests in Local Purchase Order (LPO) financing in support for financial intermediation. The funds have also supported entrepreneurship among youth by encouraging them to create jobs. The youth who have participated in the programmes have also benefitted through access to loans, market support, provision of trading premises, work sites, business development and some youth have been facilitated to access jobs abroad. However, emerging challenges include loan default, weak coordination, monitoring and evaluation, and weak business development skills. Most of the funds are also located in urban areas while youth in rural areas are either underserved and or have limited information on the existing potential opportunities. To support the programmes, the government shall:

- i) Invest in capacity building and appropriate financial services for youth in MSMES and support youth investment in small and medium enterprises in industrial parks and special economic zones.
- ii) Embrace result-based contracting in order to strengthen link between youth and employers;
- iii) Support development of business infrastructure; and
- iv) Support sub-contracting to youth-based enterprises.
- v) Develop and institutionalize market access systems for the youth.

4.9.3 Foreign employment management and diaspora engagement

78. Labour export is one of the strategies for creating additional jobs for the youth. The Policy provides measures to encourage youth seek employment in other countries and protect their rights. The government shall:

- i) Encourage and support the youth to seek employment in other countries; participate in diaspora activities, and
- ii) Encourage and support the youth working in the diaspora to participate in national, political, cultural, social and development programmes in the country and create enabling mechanisms to enable them invest locally.
- iii) Develop and enforce guidelines on employment of foreigners and accreditation of private employment agencies.

4.10 Youth and Information Communication Technology Development

79. Embracing ICT development is critical to economic growth. Some of the innovations and inventions of Kenyan youth have earned the country a top ranking as an ICT hub in the region and internationally. Further, with the on-going revolution in the ICT sector offers various opportunities for the youth and most of whom possess modern technological skills to enable them to set up ICT-enabled businesses. The increasing interest of the concept of business processing outsourcing that comes with the ICT revolution presents even more opportunities for youth employment. Some institutions provide mentorship programs to students through the incubation Centers to help the youth actualize their ideas. Despite the high level of participation of youths in online platform and social media, the government has not tapped into this potential by creating platforms that favours youth's participation in economic growth through online platform. Cyber security incidents have been on the rise and Kenya is ranked among most vulnerable cyber security countries. These threats undermine the confidence in venturing into online business operations and activities due to fear of losses related to cyber-crime attacks. To address these gaps the government shall:

4.10.1 Renew and update the knowledge and skills of youth to meet the needs of labour market through use of information communication technology (ICT).

The government in collaboration with the private sector and learning institutions will harness the benefits of technology change through:

- (i) Target investment in apprenticeship skills development and technology innovations
- (ii) Equip the youth with skills required to cope with technological advances while shrinking the supply of increasing redundant low skilled labour.
- (iii) Facilitate and support technology exchange and innovation programmes for youth through establishment of technology incubators and research development.
- (iv) Address challenges youth face when searching for a job through investment in jobs search infrastructure including strengthening employment services across all counties.
- (v) Increase labour productivity through education and technology.

- (vi) Support professional integration of young people through distribution of installation and incubation of businesses and funding for the youth.
- (vii) Support industrial innovation through ICTs mainstreaming, telecommunication and agribusiness.

4.10.2 The government will create a conducive environment to reduce the risks involved in venturing into online businesses. The government shall;

- i) Establish a department to manage and monitor cyber security incidents and create awareness to organizations and individuals on information security issues;
- ii) Expand *Ajira* Digital Youth empowerment programme to sensitize and train youth on online jobs;
- iii) Create a fair and competitive environment by enforcing open access to ICT infrastructure.

4.10.3 The government will enhance access to ICT infrastructure across all counties

To increase accessibility of ICT infrastructure the government shall:

- i) Create an enabling framework to deploy broadband across the country;
- ii) Develop and expand ICT Infrastructure across all counties;
- iii) Ensure availability of a reliable and affordable broadband connectivity to all citizens especially in the counties;
- iv) Encourage Public Private Partnerships (PPPs) to create ICT enabled systems;
- v) Promote Digital Literacy Programs for providing ICT equipment and services to youth; and
- vi) Establish Constituency Innovation Hubs to promote access to ICT among the youth.

4.10.4 The government will build capacity of the youth to fully integrate them into the country's technology transformation

To enhance capacity building in ICT the government shall:

- i) Build the capacity of youth in ICT through training;
- ii) Develop resource centres and libraries for youth to access information and relevant educational materials;
- iii) Develop incubation centres and mentorship of youth in ICT skills, in collaboration with the private sector, to start businesses and venture in related enterprises;
- iv) Initiate and institutionalize effective capacity building initiatives through internships, mentorship and attachments; and
- v) Provide equipment and create Smart classrooms; and
- vi) Help youth decisively confront anti-social behavior such as physical and cyber bullying behavior.

4.11 Environment and Sustainable Development

80. Kenya is rich in natural resources in the forms of plant and animal biodiversity, fresh water, minerals, and land with diversified potential. Eighty per cent (80 percent) of the country's economy depends directly or indirectly on exploitation of natural resources in the form of agricultural products, minerals, tourism, fisheries, timber and other wood products, and industries based on agriculture. Over 70 percent of the population relies on natural resources within their immediate environment for their daily livelihood. However, current practices and rate of exploitation affects future generations through depletion of resources and loss of biodiversity. The Constitution of Kenya, 2010 provides for the right to clean and healthy environment and includes the protection of the environment for the benefit of present and future generations either through legislation or other measures. Kenya has become prone to disasters such as floods, droughts and other shocks that require interventions by the youth in every stage including prevention, management or recovery. The Policy therefore

acknowledges the critical role the environment plays and encourages the Government to take leadership in creating partnerships and networks, including the youth, to scale up and strengthen environmental programmes in the country.

4.11.1 The government and stakeholders shall ensure there are mechanisms that support youth engagement in the development, protection, conservation of the natural resources and environment while engaging in eco-entrepreneurship and green jobs.

The government with the support from stakeholders shall put in place the following measures:

- i) Encourage youth to participate in management, protection and conservation of the environment;
- ii) Build capacities of youth on green processes and technology, waste management and general environmental conservation/ management;
- iii) Invest in the conversion of waste to wealth initiatives;
- iv) Identify high potential value chains in green energy, waste management and alternative prudent natural resources utilization;
- v) Facilitate the youth to participate in green jobs and carbon credit opportunities;
- vi) Empower youth as environment ambassadors across the country; and
- vii) Enhance capacity building of the youth on disaster management to participate in awareness creation, prevention, management and recovery.

4.12 Eradicate drug use and substance abuse

81. Drug and substance abuse is one of the major problems facing the country today especially among the youth. According to the National Campaign Against Drug Abuse (NACADA) the level of drug and substance abuse is startling because many young people are getting hooked on drugs. Alcohol, bhang and tobacco are increasingly being abused by youths of all ages. The government shall:

- i) Strengthen guidance and counseling programmes to curb drug and substance abuse;
- ii) Mainstream drug and substance abuse control in the school curriculum to create awareness on the effects associated with abuse of drugs;
- iii) Develop Information, Education and Communication (IEC) materials to sensitize, inform and educate the youth on the dangers of drug and substance abuse;
- iv) Run adverts through the media, campaigns and roadshows on the effects associated with drug and substance abuse; and
- v) Curb drug use and substance abuse among the youth.
- vi) Set up youth friendly rehabilitation centers and design and implement programmes that address drugs and substance abuse among the youth;

4.13 Curb Radicalization and Violent Extremism

82. Youth unemployment is very high in Kenya and with a little chance of getting education or sustainable and decent jobs, the youth and especially those in the urban informal settlements are an easy prey for terrorist activities. The youth are main target by the extremist organizations and local militia hence have become vulnerable to the offers promised to them. Subscription to criminal gangs, ethnic sects and local militias have been experienced in the country. Terror activities have led to loss of life, pain and suffering to those affected.

To address this policy issue the government shall:

- i) Increase opportunities for education, employment and political participation among youth,
- ii) Promote youth leadership exchange programmes,

- iii) Enhance support to organizations working in the slums and informal settlement on education, youth activities, vocational training and employment
- iv) Design and implement programmes on countering violent extremism and anti-radicalization aimed at campaigning for peace among the youth across the country- National Counter Terrorism Centre
- v) Enhance coordination and capacity development of national and subnational institutions to understand and address the root causes of extremism
- vi) Build resilience by rehabilitating affected communities through development approaches that seek to provide sustainable livelihood pathways and provide a counter narrative to radicalization and violent extremism through ensuring effective implementation of the anti-terrorism policy.

4.14 Youth Mainstreaming and Social Inclusion

83. Mainstreaming is a strategy that seeks to ensure that youth perspectives are integrated into programmes and budgets and calls for a multi-agency engagement from both state and non-state actors, supported by a comprehensive local and international policy and legal frameworks.

National and county government measures shall support capacity building, on-the-job coaching, support and targeted implementation of youth mainstreaming programmes.

The government shall:

- i) Sensitization of leaders and decision makers on the broad concept, rationale and benefits of mainstreaming for a consistent policy and programme framework;
- ii) Skills transfer on mainstreaming and tools for effective results based on mainstreaming targeting focal points and support functions such as finance and information technology; and
- iii) Sensitize and build capacity of the private sector and civil societies on youth mainstreaming.
- iv) Enlisting non-state actor champions Conducting youth audit on budgets and budget consultations;
- v) Targets, indicators and timelines developed by stakeholders which are harmonized with the national development agenda; and
- vi) Integrate youth mainstreaming into public sector performance management framework.

4.14.1 In pursuant of constitution (2010) develop and support social inclusion opportunities among youth people from disadvantaged background.

The government shall:

- i) Support and integrate youth with disabilities to fully participate in social and community life;
- ii) Encourage and support youth with behavior challenges to integrate and fully participated in social and community life;
- iii) Support youth from families at risk of poverty and social exclusion will be supported to integrate and fully participate in social and community life;
- iv) Promote gender equality, awareness and mutual respect for all young people regardless their social economic background; and
- v) Ensure youth leaving juvenile detention are supported and encouraged to integrate into community life and economic activities; and
- vi) Strengthen family systems, ensure street youth are supported and integrated into community life as they participate in productive economic activities.

4.14.2 Create new spaces at local community level for youth and youth organizations

84. Create new spaces and facilities at community levels to support the development of young people through active involvement and participation in non-formal opportunities

The government shall implement the following measures:

- i) Develop and enhance physical infrastructure and human resource capacity of the youth activity center at county level while initiating an expanding appropriate sport and recreational facility;
- ii) Strengthen youth hubs and services offered in human centers through creation of youth information one-stop-shop-desks. The information will also be shared widely both locally and internationally through e-platforms; and
- iii) Expand youth support services to include programs for secondary schools, TIVET and universities' youth support services, programs and activities, and resources will be mobilized for young people and young workers both at national and county levels.

4.14.3 Awareness raising, listening and supporting the voice of the youth

85. Create initiatives and opportunities that enhance youths social and political awareness that enable their voices to be heard while impacting lives of their fellow young people

- i) In collaboration with the NYC, the government shall hold annual cultural dialogue youth at community ward, county, sub-county, national level to address youth issues; and
- ii) Increase political awareness among youth and their constitutional rights.

4.14.4 Supporting street youth

86. The policy advocates enhanced re-integration and rehabilitation of street youth in the communities and strengthening of family systems. The government in collaboration with other stakeholders shall:

- i) Develop rehabilitation and corrective centres targeting street children and youth,
- ii) Engage street youth in environmental management activities as groups
- iii) Strengthen family and community systems in order to tackle street children challenges especially in urban areas

4.14.5 Mainstreaming programmes for disadvantaged male and female youth

87. This policy recognises that there are both disadvantaged male and female youth. This includes: persons forced into early marriages and premature economic activities. The government shall:

- i) Support disadvantaged and marginalized youth through skills training and empowerment,
- ii) Support and encourage disadvantaged and marginalized youth to access gainful economic activities,
 - iii) Involve disadvantaged and marginalized youth in community service activities.

Chapter 5

5 Policy Coordination and Implementation

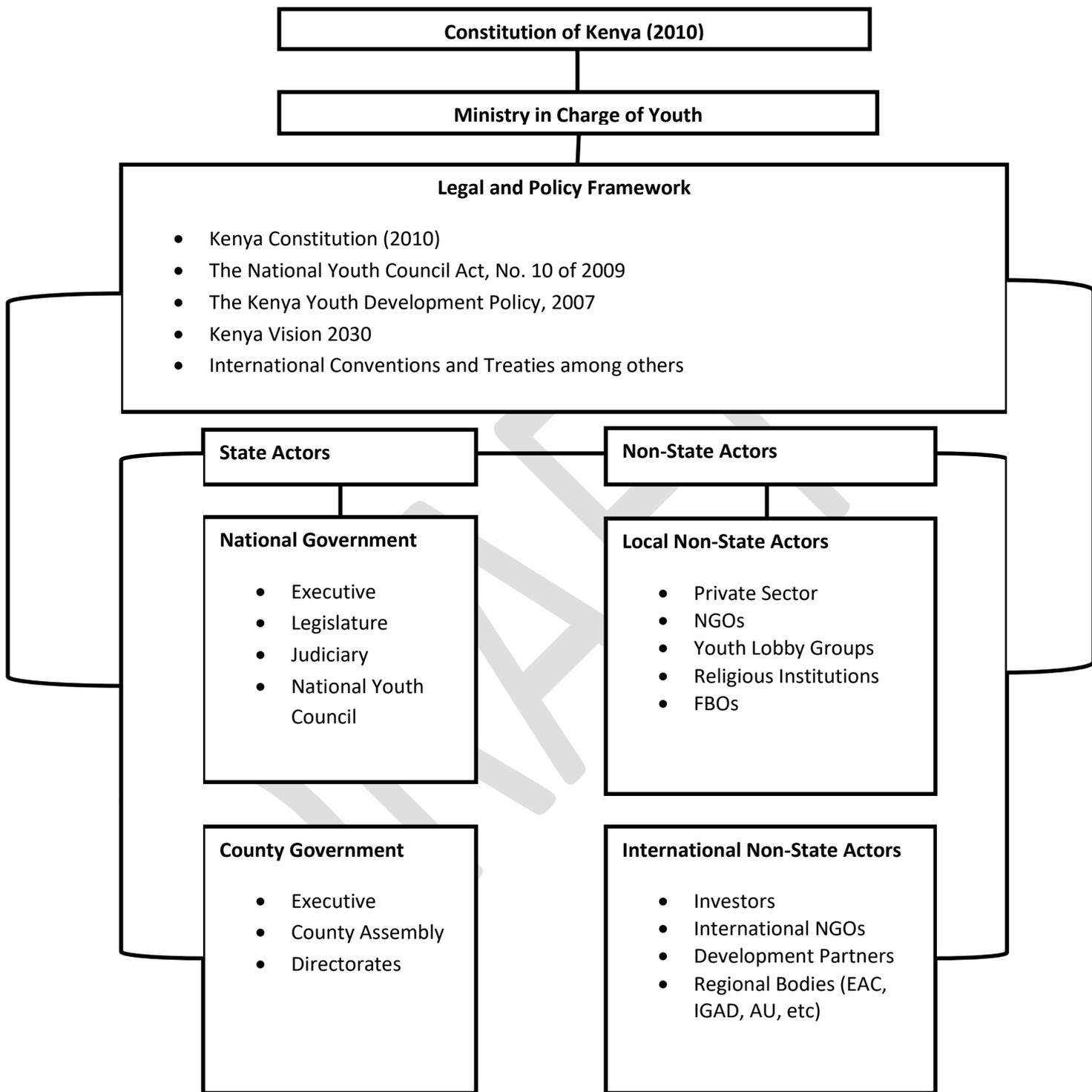
5.1 Policy Coordination and Implementation

88. Effective implementation of the Policy is a priority not only to the National Government but also to County Governments and non-state actors who are committed to supporting the youths harness their potential while shaping their own lives and future and promoting their active economic involvement at National, county, sub-national levels including sub-counties, ward and communities.

89. The Ministry responsible for youth affairs shall oversee the overall implementation of the policy ensure requisite resource mobilization, coordinate and involve stakeholders and coordinate monitoring, evaluation and impact assessment. The ministry in charge of youth affairs shall ensure establishment of an effective institutional framework for collaboration covering all stakeholders in implementation of youth programs and activities.

90. The policy shall be implemented through an implementation plan detailing strategy, activities, target group, performance indicators, responsibility holders, time lines and resource requirement (both financial and non-financers). The implementation will be undertaken through a collaborative framework involving relevant government MDAs, county governments, Public Benefit Organizations, private sectors, FBOs, youth organizations, community-based organizations (CBOs) and all stakeholders involved in youth affairs (see Figure 1). The implementation plan shall be renewed on an annual basis and monitoring set targets.

Figure 1. Linkages between the Youth Policy Stakeholders



91. The Ministry in charge of youth affairs shall ensure: Alignment of youth programs to the Big 4 Agenda and SDGs; Development of a National Youth Volunteerism Policy & Strategy; Development of a National Youth Development Index; Reactivation of the Youth Empowerment Centres; Policy Coordination, Monitoring, Evaluation and Reporting; Affirmative Action on Youth Employability; Implementation of the Labour Market Information [LMI] Initiative for youth; Amalgamation of Affirmative Funds and making them Youth Friendly; Amendment to the NYC Act to make it effective in serving the youth and Resourcing & Facilitation of Youth Field Offices.

5.2 Implementation of the coordination framework

92. The Policy coordination framework will be implemented by Ministry in charge of Youth Affairs. It is expected that the Ministry which has the oversight role in the implementation, will collate a database on stakeholders supporting and facilitating youth empowerment activities and programs in the country. The Ministry will also facilitate formation of relevant frameworks to pursue design, implementation, monitoring and reporting on updates relating to the Policy implementation. Further, the Ministry in conjunction with thematic working groups will develop roles of each stakeholder in the country and formulate a calendar of events in every year. The Ministry will expect that all stakeholders will account for and report on their specific activities on a regular basis.

93. The policy recognizes the role of private sector and international organizations in driving youth programmes. The implementation will therefore create links with relevant international organizations focusing on youth development and nurture public private partnerships at different levels to help mobilize and utilize available resources including technical expertise, knowledge, logistics, financial inputs; outsourcing and subcontracting; and support comprehensive monitoring and evaluation to enhance performance.

Chapter 6

6 Monitoring, Evaluation and Impact Assessment

94. The implementation of the Policy will be monitored regularly by ministry in charge of youth affairs and will utilize annual reporting framework to report progress. An evaluation will also be conducted every 3 to 5 years to assess impact of the policy and benefits accruing for the youth, the voluntary youth sector and wider society. The Ministry shall mainstream cross-sectoral and inter-governmental approaches in designing, implementing, monitoring and evaluating actions that affect youth. Programmes and strategies proposed in this Policy shall be carefully measured and evaluated under evidence-based approach for effective planning.

95. The Policy is underpinned on the principles of integration and cooperation. Hence monitoring, evaluation and assessment shall be undertaken through strong partnership between national and county governments, private sectors, Informal Sector, NGOs, CSOs, FBOs and youths themselves. For effective monitoring and coordination of the Kenya Youth Development Policy, the Ministry in charge of youth will develop its monitoring and evaluation framework modelled around the National Integrated Monitoring and Evaluation System (NIMES).

96. The Policy recommends that this framework be replicated at the County Level where the Ministry in charge of youth affairs will be represented by the County Director of Youth Affairs (CDYA). The government shall create an inter-agency framework for implementation, coordination monitoring, evaluation and reporting on youth empowerment and development interventions.

97. To facilitate the implementation, coordination and monitoring the government will develop a National Youth Development Index to track and measure impact of youth initiatives. All relevant MDAs and 47 counties will be involved in monitoring and evaluation processes.

Monitoring framework will include:

- i) Mechanisms to monitor and evaluate this framework shall be employed as critical instruments to track the effectiveness of the implementation of its goals and objectives;
- ii) The ministry in charge of youth shall timely and periodically monitor and evaluate initiatives and programmes established for the purpose of youth engagement in various sectors;
- iii) The ministry in charge of youth shall ensure that efficient monitoring and evaluation tools are in place. Guidelines, standards, methods of data and information collection, processing and analysis shall be developed to oversee the implementation of youth mainstreaming strategy;
- iv) In addition, participating institutions in advancing the youth agenda shall be encouraged through various incentives to develop in-house monitoring and evaluation mechanisms targeted to improve youth participation in various initiatives and activities;
- v) Regular feedback through reports shall be collated from participating institutions as a way of informing the process of youth mainstreaming strategy implementation;

Chapter 7

7 Resource Mobilization and Financing for Youth Policy

98. Resources and support required for implementation of this policies shall be mobilized from both public and private sectors with twin objective of building human and physical capabilities of the youth including voluntary youth sector, skills development, and developing competencies to support development of young people. Targeted steps will be undertaken to engage with the private sectors with a view to strengthening their support and commitment to youth especially in such areas as further education, skills development, entrepreneurship and labour market participation.

99. The interventions and initiatives identified in this Policy shall be supported through mobilization of monetary and non-monetary resources from National Government, County Governments, private sector, development partners, Non-Government Organizations (NGOs), Faith Based organizations (FBOs), communities and individuals, among other stakeholders. All funding sources and strategies will be required to balance between the short and long term goals. The ultimate goal will be to create empowered youth and promote intergenerational equity. Consequently:

- i) The achievement of the objectives of this policyframework is pegged on an effective mobilization of resources;
- ii) The National and County governments with support from non state actors shall be responsible for the provision of adequate resources for the implementation of this policy;
- iii) The Ministry in charge of youth at National and County lervel shall be responsible for mobilizing both human and material resources to ensure that the policy framework is adequately and sufficiently implemented;
- iv) Government, through the Ministry in charge of youth shall mobilize community support, as well as support in cash and kind from non-state actors in the country towards implementation of the Policy; and
- v) Government shall also mobilize external support, both financial and technical in a bid to ensure effective and efficient implementation of this Policy framework.

100. At National level, the ministry in-charge of Youth Affairs shall coordinate the youth related initiatives while at County level, the ministry in-charge of Youth Affairs shall coordinate the youth initiatives. This will also include management of related data and information for effective sharing with all stakeholder at various levels.

101. The Policy implementation mechanism will be operationalized through annual action plans detailing: policy priorities, key actions, indicators, timelines, responsibility, and estimated budgets. The Government shall allocate a minimum of 1 percent of Annual Budget to youth programmes, projects and activities.

Chapter 8

8 Communicating, Publicity and Information

102. The Ministry in charge of the youth in National and County Governments shall develop mechanisms using formal and informal channels, print and electronic media in communicating the policy to all relevant stakeholders. This will also include capacity building of youth organization on the Policy and the roles in implementation, monitoring and evaluation and impact assessment.

Chapter 9

9 Policy Review

103. The Kenya Youth Development Policy and its implementation framework were developed through a consultative process while giving cognizance to the dynamic nature of issues that affect the youth. Consequently, the policy shall be reviewed after 5 to 10 years and or as the need arises to take into account emerging issues on youth development and empowerment, and sustainable development. Preferably, the KYDP shall be reviewed after 5 to 10 years and or when need arises so as to remain relevant to the dynamics in socioeconomic environment and development priorities.

Appendix Table 1: Kenya Youth Development Policy Implementation Matrix

Policy objective focus	Strategies	Activities	Indicators	Responsibilities
Investment in youth development health and nutrition	Develop interventions and initiatives to improve physical, mental and emotional health of youth	<ul style="list-style-type: none"> (i) Promotion of youth's mental and emotional health. (ii) Supporting of youths with disability to participate in work activities. (iii) Encouraging healthy living through healthy eating, sports and recreation. 	<ul style="list-style-type: none"> i) Number of youths with disability supported. ii) Proportion of malnourished youth supported. iii) The percentage of youths involving in sporting and recreational activities. 	National government County Governments Private sector, FBOs NYC
	Collaboration with stakeholders to develop programmes against health challenges facing the youths	<ul style="list-style-type: none"> i) Provision and promotion of support programmes on personal hygiene and physical fitness. ii) Youth participation in key decision making in health policy, advocacy budgeting and related planning processes. iii) Investing in youth friendly health facilities. 	<ul style="list-style-type: none"> i) Proportion of youths engaged in physical fitness activities. ii) Percentage of youths advocating for the health living. 	National government County Governments Private sector, FBOs NYC, CBOs
	Establishment of youth friendly health services at all levels of health systems.	<ul style="list-style-type: none"> i) Establishing of affordable rehabilitation centres ii) Establishing, guiding and counselling units in schools. iii) Capacity building of the peer educators. 	<ul style="list-style-type: none"> i) Number of youths who are addicted to drugs in rehabilitation centres ii) Proportion of youths who are orphaned as a result of HIV/AIDS supported 	National government Counties Private sector, FBOs NYC CBOs
Supporting development of youth morals	Provision of effective parental, family and community up bringing efforts and learning institution	<ul style="list-style-type: none"> i) Strengthening moral delivery and values in the learning activities ii) Mainstreaming morals among the youth from childhood 	<ul style="list-style-type: none"> i) Number of institutions providing guidance and counselling services. ii) Number of guiding and counselling programmes designed and delivered to the youth. 	National government County Governments Private sectors, FBOs NYC Learning

				institutions.
Transformation of leadership, mentorship participation and representation among youth	Creation of mechanisms that promote effective and inclusive engagement of youth in development issues	<ul style="list-style-type: none"> i) Revision of national youth council act to include and represent the youths. ii) Designing a national framework and program for capacity building of young leaders. iii) Promoting effective engagement of the youth at all levels of government. 	<ul style="list-style-type: none"> i) Number of youths who are leaders in the government ii) Number of capacity building activities involving the youths iii) Number of youths who are in involved in decision making in the government 	National government County Governments Private sector FBOs NYC CBOs
	<ul style="list-style-type: none"> i) Linking youths with regional and international frameworks. ii) Provision of youth exchange programmes. 	<ul style="list-style-type: none"> i) Participation of the youth in governance roles ii) Holding exchange programmes among the youths. 	Proportion of youths in governance and management levels	National government County Governments Private sectors, FBOs NYC CBOs
Transforming agriculture and agri-business	Boosting youth employment in agriculture	<ul style="list-style-type: none"> i) Promoting youth participation in agriculture and value addition in agribusiness. ii) Supporting youths to access land and inputs for agribusiness iii) Promoting agriculture livestock and blue economy skills and innovation. 	<ul style="list-style-type: none"> i) The number of youths in agribusiness ii) The number of youths willing to venture in agribusiness iii) The proportion of youths who own land for agricultural purposes 	National government County Governments Private sector, FBOs NYC CBOs
	<ul style="list-style-type: none"> i) Rebranding of agriculture as the new frontier for growth in business opportunities ii) Training youths to focus on agricultural value chain activities 	<ul style="list-style-type: none"> i) Investing in value addition through processing, branding self-life improvement. ii) Digitizing agricultural production and marketing information into web-based resources iii) Investing in emerging livestock and agricultural technologies 	<ul style="list-style-type: none"> i) Number of successful youth role models in agribusiness who can mentor others. ii) Number of youths who are practicing agriculture as a viable career opportunity. iii) Proportion of youths who are investing in blue economy 	National government County Governments Private sector, FBOs NYC CBOs

		iv) Renewing land tenure systems for adequate security and access of land.		
Identification of talent, creativity and innovative development	<ul style="list-style-type: none"> i) Promoting recreational cross-sectional cooperation in recreational activities. ii) Implementing mechanisms for identifying, developing and nurturing talents and creativity 	<ul style="list-style-type: none"> i) Establishing and rehabilitating creative talent hubs. ii) Liaising with stakeholders in talent identification and development. iii) Establishing annual youth sport week to promote value for physical exercise. iv) Encouraging private sector participation in promotion for arts and sports among youth. 	<ul style="list-style-type: none"> i) Number of talented youths in all regions who are in the data base. ii) Number of national youth talent centres iii) Number of youth in sport. 	<ul style="list-style-type: none"> National government County Governments Private sector NYC CBOs
	i) Putting in place mechanisms for creation of infrastructure of the youths' creativity, innovations and talents	<ul style="list-style-type: none"> ii) Investing in music and cultural festivals. iii) Promoting art for national cohesion and national values among the youth. 	<ul style="list-style-type: none"> i) Number of integrated youth recreational programs. ii) Types of extra co-curricular activities in educational institutions. iii) Number of regional and local recreational opportunities to enhance sports and creativity. 	<ul style="list-style-type: none"> National government County governments Private sector FBOs NYC CBOs
	iii) Developing initiatives that enhance youth artistic talent and cultural creativity awareness	i) Creating awareness and participation in related art and creativity activities.	<ul style="list-style-type: none"> i) Number of script writing and drama. ii) Number and type of entrepreneurial activities initiated 	<ul style="list-style-type: none"> National government County governments Private sector FBOs NYC CBOs
Tackling and supporting security and peace building	<ul style="list-style-type: none"> iv) Working with multi agency, families and communities to promote peace and secure crime free neighbourhood v) Funding resources for awareness and outreach to youths. 	<ul style="list-style-type: none"> i) Including the youth as critical stakeholders in security and peace building activities. ii) Enhancing active participation and active involvement of youths. 	<ul style="list-style-type: none"> i) Number of youths in marginalized groups engaged in security and peace building activities at community level. ii) Number and type of activities 	<ul style="list-style-type: none"> National government County governments Private sector

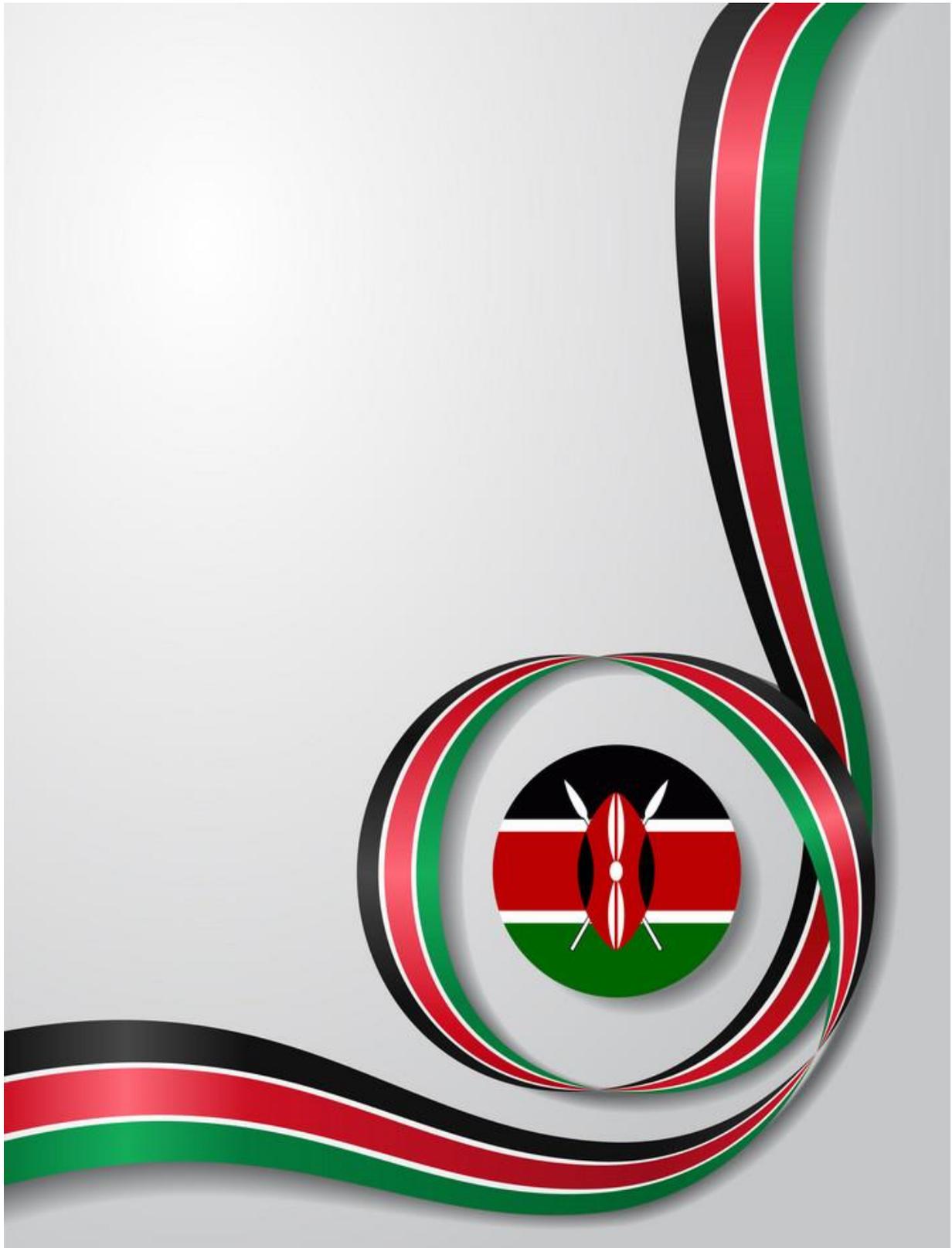
			promoting peace and culture at community level.	FBOs NYC CBOs
	<ul style="list-style-type: none"> i) Implementing a mechanism for monitoring, evaluating the youth who successfully accomplish their roles within the volunteerism programmes. ii) Establishing community service for youth and promote volunteerism. iii) Establishing a reward system for recognizing outstanding community service among youth at national level. iv) Promoting private sector support for youth volunteerism 	<ul style="list-style-type: none"> i) Development and implementation of National Youth Volunteerism Framework Policy. ii) Facilitating all stakeholder ownership and support for youth volunteerism. iii) Outreaching and capacity of the National Youth Volunteer service 	<ul style="list-style-type: none"> i) Number of outreach program for the youths. ii) Number of private sectors supporting the youths. iii) Number of youths in volunteering work 	National government County governments Private sector FBOs NYC CBOs
Support voluntary participation in community activities	<ul style="list-style-type: none"> i) Implementation of programmes that enable young people to participate in community activities ii) Development of policies and activities targeting youth engagement in voluntary activities. 	<ul style="list-style-type: none"> i) Encouraging Youth projects, activities and events in community. ii) Creating equal opportunity for all, young people in education, training and labour market. iii) promoting active citizenship social inclusion and solidarity among youth. 	<ul style="list-style-type: none"> i) Number of youths in community projects ii) Number of projects requiring youths involvement implements 	National government County governments Private sector FBOs NYC CBOs
Investment in apprenticeship training and skills development	<ul style="list-style-type: none"> i) Development of initiatives to enhance youth educational progress ii) supporting learners who excel in non-academic and extra curricula activities; iii) Supporting youth not in education, employment, training (NEET) to enable them effectively participate in labour market. 	<ul style="list-style-type: none"> i) Assisting and supporting youth to attain knowledge, skills and experiences required to enable them effectively participate in national development in the country ii) Promote life-long and e-learning for the youth. 	<ul style="list-style-type: none"> i) Number of youths not in academic institution ii) Proportion of youths not in any training institution. 	National government, Counties, Ministry in charge of training and skills development at National and County levels, Technical Training

				Institutions Private sector FBOs NYC CBOs
	iv) Collaboration with other stakeholders to promote skills development	i) Creating enabling environment for creation of youth employment. ii) Promotion of relevant industry education skills. iii) Increasing TVET institution.	i) Number of technical training institution in the country ii) Percentage of students in training institutions	National government County governments Private sector FBOs NYC CBOs
Supporting active engagement and participation of youth groups	i) Supporting youth empowerment programs and projects	i) Support youths through community-based networks. ii) Ensuring smooth transition from schools to Labour market	i) Number of youth outreach programs ii) Number of youths in empowerment program.	National government County governments Private sector FBOs NYC CBOs
Supporting entrepreneurship and employment	i) Development of initiatives to enhance youth participation in labour market. ii) Promoting entrepreneurial and entrepreneurship skills through formal education and non-formal education iii) Supporting youth to engage in self-employment.	i) Matching occupation skills, competencies through promotion of research skills and competencies. ii) Establishing the proportion and profile of youth not in education, employment and training (NEET) iii) Supporting initiatives on integrating youths with special needs. iv) Providing internships and other labour market oriented in both the public and private sectors.	i) Proportion and profile of not in education, employment and training (NEET). ii) Number of youths with special needs in entrepreneurship and employment activities.	National government County governments Private sector FBOs NYC CBOs
	i) Enhancement of youth employability ii) Promotion of self-employment	i) Coordinating evidence-based capacity programmes for the youth. ii) Creating entrepreneurship	i) Number of youth in self-employment ii) Number of youth in	National government County

		<p>curriculum that involve the change of mindset</p> <p>iii) Enhancing linkages between industry and training instructions</p> <p>iv) Entrenching entrepreneurship culture among the youth.</p>	<p>formal and informal employment.</p>	<p>governments</p> <p>Private sector</p> <p>FBOs</p> <p>NYC</p> <p>CBOs</p>
Development of Youth in communication and technology	<p>i) Updating knowledge and skills of youth through ICT.</p> <p>ii) Mainstreaming industrial innovation through ICT.</p> <p>iii) Establishment of technological incubators and research development.</p>	<p>i) Equipping youths with skills required to cope with technological changes.</p> <p>ii) Increasing youth productivity through education and technology.</p> <p>iii) Supporting integration of youth through incubation of businesses.</p>	<p>i) Number of industrial innovation through ICT</p>	<p>National government</p> <p>County governments</p> <p>Private sector</p> <p>FBOs</p> <p>NYC</p> <p>CBOs</p>
	<p>i) Creating conducive environment to reduce the risks in online businesses.</p> <p>ii) Establishing a department to manage cyber crime</p> <p>iii) Creating awareness on information security issues.</p>	<p>i) Enforcing open access to ICT infrastructure.</p> <p>ii) Expanding <i>Ajira</i> Digital empowerment programmes.</p>	<p>i) Number of youths in <i>Ajira</i> digital empowerment programme.</p> <p>ii) Number of cases in cybercrime.</p>	<p>National government</p> <p>County governments</p> <p>Private sector</p> <p>FBOs</p> <p>NYC</p> <p>CBOs</p>
	<p>i) Enhancement of access to ICT infrastructure</p> <p>ii) Expanding ICT infrastructure across all country.</p> <p>iii) Promoting digital programs.</p>	<p>i) Encouraging public private partnership to create ICT enabling environment.</p> <p>ii) Establishing hubs to promote access to ICT.</p> <p>iii) Promoting digital literacy programs</p>	<p>Number of ICT hubs in the constituency.</p>	<p>National government</p> <p>County governments</p> <p>Private sector</p> <p>FBOs</p> <p>NYC</p> <p>CBOs</p>
	<p>Capacity building to integrate youths into the country's information and Technology.</p>	<p>Building capacity of youth in ICT through training</p> <p>Providing equipment and smart classrooms.</p> <p>Initiation of capacity building programs through internships.</p>	<p>Number of youths trained in ICT</p>	<p>National government</p> <p>County governments</p> <p>Private sector</p>

				FBOs NYC CBOs
Environment and sustainable development	<ul style="list-style-type: none"> i) Ensuring mechanisms to support youths engage in development and conservation of natural environment. ii) Empowering youths as environment ambassadors. iii) Re launching and implementing annual tree planting 	<ul style="list-style-type: none"> i) Participation of the youth in management and conservation of the environment. ii) Capacity building on youth disaster management. 	<ul style="list-style-type: none"> i) Number of youth who participate in environmental management. ii) Number of youths who are ambassadors in environmental management across the country. 	National government County governments Private sector FBOs NYC CBOs
Eradicate drug and substance abuse among youth	<ul style="list-style-type: none"> i) Designing and establishing rehabilitation centres ii) Strengthening guidance and counselling programees 	<ul style="list-style-type: none"> i) Mainstreaming drugs and substance abuse in the school curriculum to create awareness. ii) Developing information, education and communication (IEC) material to sensitize the youths on drug use and substance abuse. 	<ul style="list-style-type: none"> i) Number of established rehabilitation centers ii) Number of youths affected by drugs use and substance abuse supported. iii) Number of media materials developed 	National government County governments Private sector FBOs NYC CBOs
Curb radicalisation and violent	<ul style="list-style-type: none"> i) Increasing opportunities for education, employment and political participation. ii) Promoting youth leadership exchange programmes. iii) Enhancing support to organizations working in the slums and informal settlement on education, youth activities, vocational training and employment 	<ul style="list-style-type: none"> i) Rehabilitating affected communities ii) Vocational training and youth employment 	<ul style="list-style-type: none"> i) Number of youths in leadership ii) Proportion of youths in vocational training institutions. iii) Number of support organizations in informal settlement 	National government County governments Private sector FBOs NYC CBOs
Youth mainstreaming and inclusion	<ul style="list-style-type: none"> i) Sensitizing leaders and decision makers on the broad concept, rationale and benefits of mainstreaming for a consistent policy and 	<ul style="list-style-type: none"> i) Sensitize and build capacity of the private sector and civil societies . ii) Conducting youth audit on budget. iii) Integrating public sector 	<ul style="list-style-type: none"> i) Number of youths in decision making committees. ii) Number of youths in sector committees iii) Number of youths supporting the voice of the youths. 	National government County governments Private sector FBOs

	<p>programme framework.</p> <p>ii) Transferring skills on tools for effective results based on mainstreaming targeting focal points and support functions such as finance, and IT.</p> <hr/>	<p>performance framework.</p> <p>iv) Increasing political awareness among youths and their constitution rights.</p> <p>v) Holding youth annual dialogue at all levels.</p> <p>vi) Supporting street youth</p> <p>vii) Mainstreaming programmes for disadvantaged male and female youth</p>		<p>NYC CBOs</p>
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Ministry of Public Service, Youth & Gender Affairs
2018