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- Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–22 June.

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UNEMPLOYMENT AS A CAUSE OF HUMAN CAPITAL WASTAGE IN KARATINA TOWN, NYERI COUNTY, KENYA

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ABSTRACT

Being out of work for six months or more is associated with lower well-being among the long-term unemployed, their families, and their communities. Each week out of work means more lost income. The long-term unemployed also tend to earn less once they find new jobs and with global competition increasing, demographic change unfolding and rapid technological change intensifying and wastage of human capital has come to the forefront. This is because in many Sub-Saharan Africa faces human resources wastage in all sectors because over the past two decades its population has increased substantially, with a significant rise in the number of primary, secondary and tertiary institutions but there is no correlating increase in the formal and informal sector employment. This has resulted to many graduates remaining unemployed. This is why the current paper sought to establish unemployment as cause of human capital wastage in Karatina town. The paper objectives were was to find out the number of trained and unemployed people in Karatina town. The paper employed a descriptive survey research design. Study was limited to people in Karatina town. The paper randomly selected 10% to from target population of 3000 yield 300 people within working age in Karatina town. There were 291 valid questionnaires yielding 97% response rate. Data was collected using questionnaires. Data was analyzed descriptively using statistical package for social sciences. Descriptive statistic such as cross-tabulation means and standard deviation was computed to give the differences in responses. Data was presented in frequency tables and graphs. The research revealed that there is high rate of unemployment in the town and it increases with education. The research recommends that there is need to encourage people to advance their level of education to increase their chances of employment in the dynamic and competitive job market. Also the girl child should be given chance to further their education since the trend of unemployment in both world, Africa and Kenya shows that females are the ones affected more by unemployment. The research is expected to contribute positively to the human resource development and management for organization and government policy makers to borrow reference points regarding the human capital. It will also contribute to the existing literature gap.

KEYWORDS

Human capital wastage, Human capital, Skill utilization, Skill Mismatch, Training.

INTRODUCTION

Labour economics research has long established that education and human capital are associated with higher earnings (Sianesi & Reenen 2003). Evidence also indicates that similar levels of education can yield quite diverse earning outcomes within narrowly defined occupational classes (Devroye & Freeman 2002).

In modern societies education is probably the most important characteristic in the allocation process on the labour market. Labour market theories differ, however, about the mechanisms by which educated persons are allocated jobs. According to human-capital theory (Becker, 1964), the skills acquired in education represent human capital investment in human capital are useful, as long as they lead to higher productivity on the labour market. Employers' value labour productivity by offering the highest wages to those individuals who have obtained most human capital but this is not the case because most human capital ends up being wasted especially in the developing world through unemployment.

Two of the most dramatic aspects of the current economic crisis are, with no doubt, the high and persistent rates of unemployment and the accelerated pace at which inequalities are increasing. According to International Labour Organization estimates, global unemployment reached 210 million people in 2010. The World of Work report 2011 (ILO, 2011), under the title Making markets work for jobs, stressed that the current crisis has resulted in a global need of 80 million net new jobs over the next two years to restore pre-crisis employment rates.

According to Martin & Rogers (2000) unemployment can lead to an erosion of human capital; people unemployed for long periods may become de-skilled, as their professional skills become obsolete in an era of rapid technological change and associated rapidly changing job market. In the first place, high unemployment implies an inefficient use of resources and wasted work, not performed by the unemployed, which can never be recovered. Secondly, high unemployment also implies a lower aggregate demand; not only is consumption lower, harming current growth, but private investment in physical and human capital is also reduced, harming future production capacities (Sanchis-i-Marco, 2011).

Andrienko & Guriev (2004) found that high unemployment results in liquidity constraints, restricting labour migration and resulting in persistent unemployment and lower economic growth. Finally, high and persistent unemployment erodes individual self-esteem and life satisfaction, and confidence in the society as a whole (Ochsen & Welsch, 2011). Lower confidence and socio-economic deprivation, exclusion and marginalization from unemployment increase social dislocation, leading to unrest and conflict (ILO, 2011).

Edin & Gustavsson (2008) find that a year out of work is associated with general skills 5 percentile points lower relative to continuously employed workers, but there is no attempt to isolate the causal impact of time out of work from selection driving a larger fraction of unemployed workers being lower-ability workers over time, as higher-ability workers return to work which leads to wastage of human capital for the purposes of this paper, the author uses the term "wastage" to refer to the loss in utility of employees due to unemployment.

UNEMPLOYMENT TRENDS IN THE WORLD

In general global unemployment rose to 197.3 million in 2012, an increase of 4.2 million over the previous year and 28.4 million above the level in 2007, the year preceding the crisis. Moreover, given the slowdown in activity, the ILO's baseline projection is a further deterioration in 2013, with the global unemployment rate ticking up to 6 per cent and a further increase in the number of unemployed around the world of 5.1 million. On the basis of current macroeconomic forecasts, the global unemployment rate is projected to remain at around 6 per cent until at least 2017 (ILO 2012).

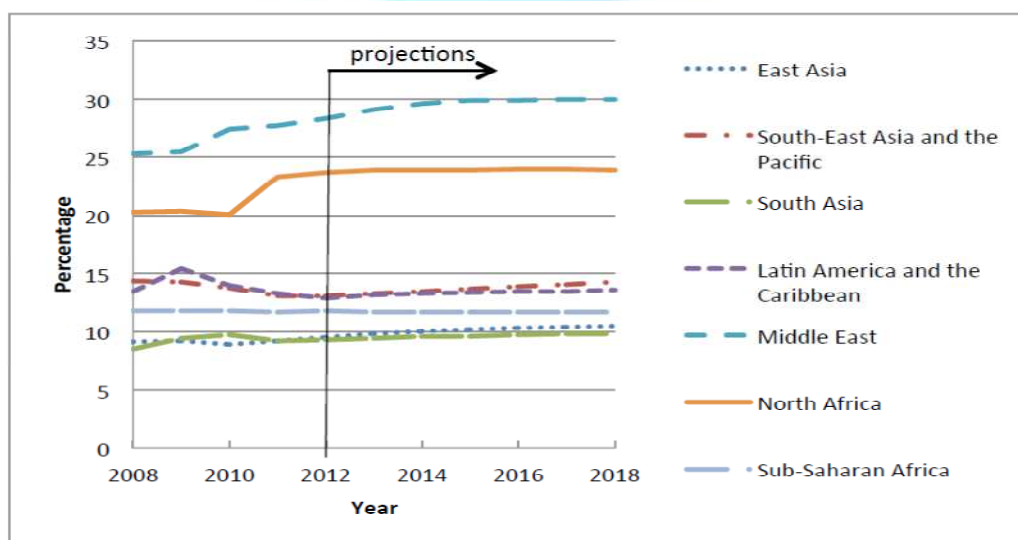
On youth, unemployment statistics indicate that it is likely to remain at over 6 per cent globally until 2016 (ILO, 2008). But in 2012, the ILO estimates that the number of unemployed youth is on the rise again since 2011, after declining somewhat from the peak it reached at the height of the global financial crisis. It was expected to reach 73.4 million young people by 2013 (ILO 2012). The global youth unemployment rate has also been rising since 2011; it is currently estimated at 12.6 per cent and is projected to increase to 12.8 per cent by 2018. In contrast, the global adult unemployment rate, while also rising slightly, is much lower at 4.6 per cent in 2013 (ILO 2012).

On youth and employment, Sub-Saharan Africa is perhaps the region of the world that will face the greatest challenges with the youth bulge going forward. Because fertility has not declined as sharply as in other regions, sub-Saharan Africa will not benefit from a demographic dividend in the coming decades. Youth are expected to be about 20 percent of the population there for the next couple of decades, and they will make up over 30 percent of the working age population through about 2045. Despite these pervasive and enduring demographic pressures, the ILO projects that youth unemployment in Africa will remain stable at 11.7 percent through 2018, a rate that is well below the world average (ILO 2012).

On development, the world will not have eradicated extreme poverty in 2015, but the Millennium Development Goal target of halving world poverty will have been met. The proportion of people living on less than \$1.25 a day fell from 43.1 percent in 1990 to 22.7 percent in 2008, reaching new lows in all six developing country regions. While the food, fuel, and financial crises over the past five years worsened the situation of vulnerable populations and slowed poverty reduction in some countries, global poverty rates continued to fall in most regions. Preliminary estimates for 2010 confirm that the extreme poverty rate fell further, to 20.6 percent, reaching the global target five years early. Except in South Asia and Sub-Saharan Africa the target has also been met at the regional level (ILO 2012).

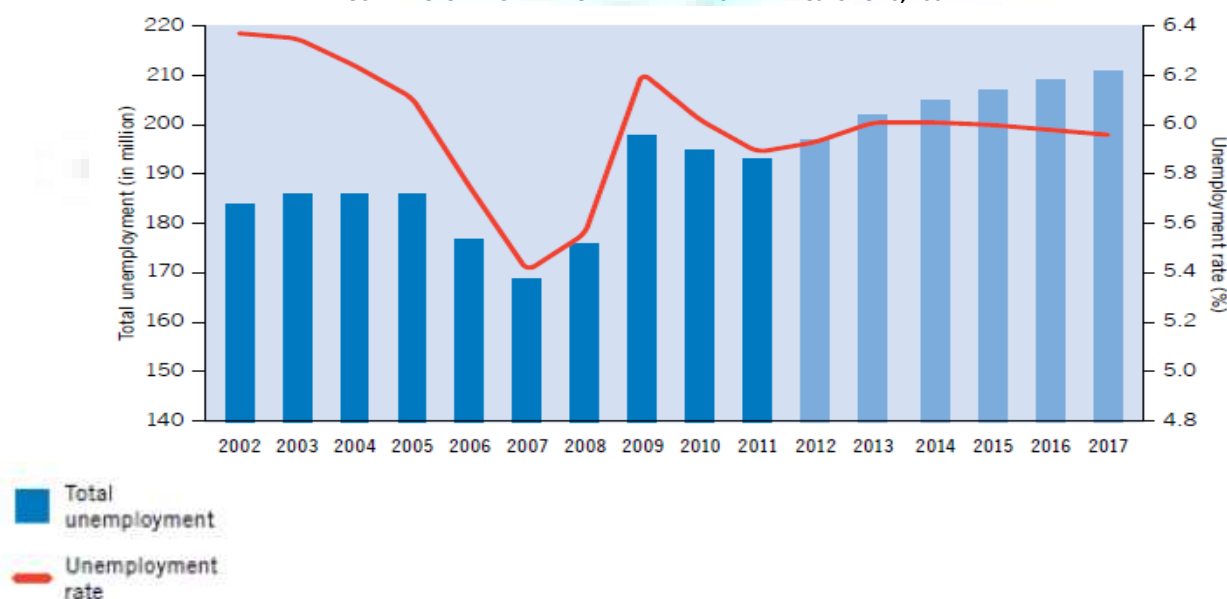
In Africa, although many policies, programmes and projects have been directed at the problem, unemployment continues to be a major obstacle to full utilization of human resources. In Kenya, unemployment rate of youths aged 15-24 years was 24% in 2005/2006 compared to the overall unemployment rate of 12.7% with urban unemployment rate (19.9%) higher than rural unemployment rate (9.8%) (ILO, 2008).

FIGURE 1: YOUTH UNEMPLOYMENT RATES BY REGION, AGES 15-24



Source: ILO (2013a)

FIGURE 2: GLOBAL UNEMPLOYMENT TRENDS AND PROJECTIONS, 2002-17



Source: ILO, Trends Econometric Models, (2012).

STATEMENT OF PROBLEM

On the labour demand side, data from the annual Economic Surveys show that formal sector employment growth has been sluggish. It rose by 1.2 per cent between 1998 and 2001. The estimated increase for 2002, 2003, 2004, 2005, 2006, and 2007 are 2.2 per cent, 2.6 per cent, 3.6 per cent, 2.5 per cent, 2.8 per cent and 2.6 per cent, respectively. Public sector employment declined by 7.4 per cent from 1998 to 2002 due to public sector reforms but recorded marginal growth of 0.3 per cent between 2002 and 2004 (GoK, 2008a). On the other hand, informal sector employment increased by 10 per cent between 1998 and 2002 and 6.4 per cent between 2002 and 2005 (GoK, 2008a). This was attributed to shrinking growth in both formal public and private sector employment which means that there is a lot of human capital wastage in the country.

In Kenya, given the contributions of education, especially at the tertiary level, to national development, countries, individuals, communities and corporations invest massively in education to uplift their educational attainment. In Kenya, there has been continuous expansion in the budgets towards the education of its citizens especially after introduction of free primary and secondary education. Alongside the government increased budget on education are the increases in enrolment rate and the number of tertiary institutions but the formal employment sector is not expanding in the same rate to meet the training output and thus human capital wastage through unemployment. In Kenya, has shown by literature data, despite the importance placed on human resource development there is still human capital wastage due to the high level of unemployment this study paper sought to fill this gap especially in Kenya since most studies done are based on the developed countries.

LITERATURE REVIEW

The literature on past studies done on human capital wastage, the literature was based on; books, journals, papers, past research studies and internet sources. The literature was under following topics; wastage as unemployment of available staff and paper gap

WASTAGE AS UNEMPLOYMENT OF AVAILABLE STAFF

The unemployment rate is an important indicator of graduates' labour market performance, that in many developed countries and despite the variations is rising fast affecting particularly young (recent) and female graduates who are among the most vulnerable groups to unemployment (Eurostat, 2009). Theories developed in economic literature explaining the difficulties young graduates encounter are based on labour market function (e.g. human capital theory, segmented labour market theory), whereas those developed in sociology emphasize the effect of social origins to educational choices and attainments (Karamesini et al., 2008). As regards gender, Lyon (1996) argues that even if women gained equal access to higher education, there are still significant imbalances depending on the field of study as well as inequalities in the labour market outcomes. The main argument is that women have been socialized so as *'...to prepare themselves for careers within spheres of work traditionally seen as female and follow career paths premised on assumptions about women's domestic roles'* (Lyon, 1996, p.320).

High unemployment remains one of the greatest challenges to Africa's development (ILO, 2008) and hence a major concern to policy makers and other stakeholders in Africa. Although many policies, programmes and projects have been directed at the problem in sub-Sahara Africa, unemployment and under-employment continue to be major obstacles to full utilization of human resources. In Kenya, at independence in 1963, the government identified poverty and unemployment as major problems facing Kenyans (Republic of Kenya, 1965). Forty five years later, and despite numerous policy efforts, poverty continues to afflict many Kenyans, and millions are unemployed, underemployed or are "working poor." A recent study by (Pollin et al., 2007) under a UNDP project shows that in 2005/2006, a large number of individuals who are working could be categorized as working poor because their labour earnings were below the poverty line.

Until the first oil price shock in 1973/74, the Kenyan economy posted relatively high growth rates. This was followed by relatively lower growth rates until the mid 1980s when the economy picked up until 1990. The subsequent recovery lasted until the mid 1990s. The economy went into recession towards the end of the 20th century when GDP growth rate declined from 4.7 per cent in 1995/96, to 2.4 per cent in 1996/97, 1.8 per cent in 1997/98, 1.4 per cent in 1998/99 and 0.3 per cent in 1999/2000.

Beginning 2003, Kenya experienced economic recovery. The GDP growth rate was 2.8 per cent in 2003 and rose to 5.9 per cent in 2005. In 2006 and 2007, real GDP grew by 6.4 per cent and 7.0 per cent, respectively (GoK, 2006; 2008a). While the agricultural sector remained a major contributor to the economic recovery, services sectors also performed well, particularly transport and communication. Overall, inflation declined from 11.6 per cent in 2004 to 10.3 per cent in 2005. The foreign exchange rate showed that the Kenya shilling strengthened against all major international and regional currencies.

However, while economic performance has markedly improved in the recent years, growth in productive employment and income generating opportunities has not kept pace with growth in the labour force. On the labour supply side, 12 million Kenyans were in the labor force in 1999 (CBS, 2003) and 14.5 million in 2005/2006 (GoK, 2008a). Further, the number of students sitting for the Kenya Certificate of Primary Education (KCPE) exams has been rising. Those who do not join secondary schools enter the labour market or engage in low productivity activities. Similarly, many young persons have been sitting for the Kenya Certificate of Secondary Education (KCSE) but only few join universities leaving a large proportion to join either colleges or the labour market as unskilled labour resulting to human capital wastage.

On the labour demand side, data from the annual Economic Surveys show that formal sector employment growth has been sluggish. It rose by 1.2 per cent between 1998 and 2001. The estimated increase for 2002, 2003, 2004, 2005, 2006, and 2007 are 2.2 per cent, 2.6 per cent, 3.6 per cent, 2.5 per cent, 2.8 per cent and 2.6 per cent, respectively. Public sector employment declined by 7.4 per cent from 1998 to 2002 due to public sector reforms but recorded marginal growth of 0.3 per cent between 2002 and 2004. On the other hand, informal sector employment increased by 10 per cent between 1998 and 2002 and 6.4 per cent between 2002 and 2005 (GoK, 2008a). This was attributed to shrinking growth in both formal public and private sector employment which means that there is a lot of human capital wastage in the country which the current paper sought to find out if the same trend applied to Karatina town.

HUMAN CAPITAL WASTAGE THEORIES

This paper will be pegged on labour market theories that is; human capital theory, technological change theory and assignment theory. As pointed out by Quintini (2010), there has been no attempt so far to develop a unified theory of education mismatch, unemployment and general human capital wastage but a number of theories are useful for helping to understand a range of labour market imperfections which could be behind several of these types of skill imbalances. These include: human capital theory and technological change theory.

Human capital theory

Human capital theory (Schultz, 1961, 1975; Becker, 1962, 1964; Mincer, 1958, 1962, 1974) focuses on the *productivity-enhancing* effects of education. The main premise follows a causal line of reasoning as follows: education develops skills which lead to higher productivity and hence higher pay. Under neoclassical assumptions the theory predicts that in the long run, market forces lead to an equilibrium where there is no mismatch and skills are utilized to maximum potential.

The theory of human capital assumes the existence of a single, efficient and fair labour market that distributes jobs and pay on the basis of workers' qualifications, and that knowledge and skills are of pre-eminent importance in the labour market. The theory focuses on the long run supply side of the labour market and pays no attention to variables structuring the demand side such as the individual's occupation, job or job tasks (Hartog, 1985). Jobs and job tasks are effectively treated as homogeneous in the sense that they do not factor into the earnings or matching function. It may be said that job differences are implicitly accounted for, but this is only to the extent that jobs differ in the amount of human capital, and possibly other characteristics, that individuals bring to each job. Thus the assumption is that individuals are always allocated to their optimal position and there is no mismatch. Although mismatch may arise, it is external to the model and is seen as a temporary phenomenon that will resolve itself in the long run. The prediction is that mismatch will set off an adjustment to the production process by the employer in order to make full use of skills available and thus allow for an increase in productivity that is commensurate with available supply of skills; or alternatively, the employee will seek a more appropriate match to fulfil his/her production potential and hence maximize earnings. Quintini (2010) astutely points out complementary theories to the human capital framework which help to explain why mismatch may be observed in the short run and may even remain in the long run. These include Technological Change theory, Career Mobility theory.

RESEARCH GAP

This paper explored the current literature on human capital wastage in regards to unemployment. The conceptualization of human capitals is closely linked to some fundamentals of economics and firm performance. The literature reviews show that there are reasonably strong evidences to show that the infusion of 'human capital enhancement' in organizations promotes innovativeness and greater firm performance. Studies also clearly substantiate the fact that there is various ways of capital wastage in both developed and developing countries but most of the studies and literature is based on the developed world and this is why the current paper seeks to fill this gap by establishing the unemployment as a cause of human capital wastage in Karatina town.

METHODOLOGY

This paper was conducted through a descriptive survey research design approach. Survey design describes and explains the events as they are in the real life context in which they occurred. This paper was based in Karatina town; the paper targeted all people both employed, unemployed in formal and informal sectors. From the target population of 3000 respondents the paper sampled 10% which was 300 respondents. Simple random sampling was used to select the respondents in the town, the respondents were grouped into formal and informal sector and from each sector 150 respondents were sampled randomly to yield the paper sample. The main data collection instrument was questionnaire to the sampled respondents. The data collected from the research instruments was entered into SPSS and check for any data entry error before data analysis begins. The data was analyzed descriptively through frequency, percentage, mean and cross tabulations and presented using tables and charts.

FINDINGS DISCUSSION

BACKGROUND INFORMATION

From the findings most of the 36.8% were aged between 36-45 years, 30.6% aged between 26-35 and 21.6% were aged between 18-25 years as shown in table 1.

TABLE 1: AGE OF RESPONDENTS

Age	Frequency	Percentage
18 – 25	63	21.6
26 – 35	89	30.6
36 – 45	107	36.8
46 – 55	17	5.8
56 – 59	14	4.8
Non response	1	.3
Total	291	100.0

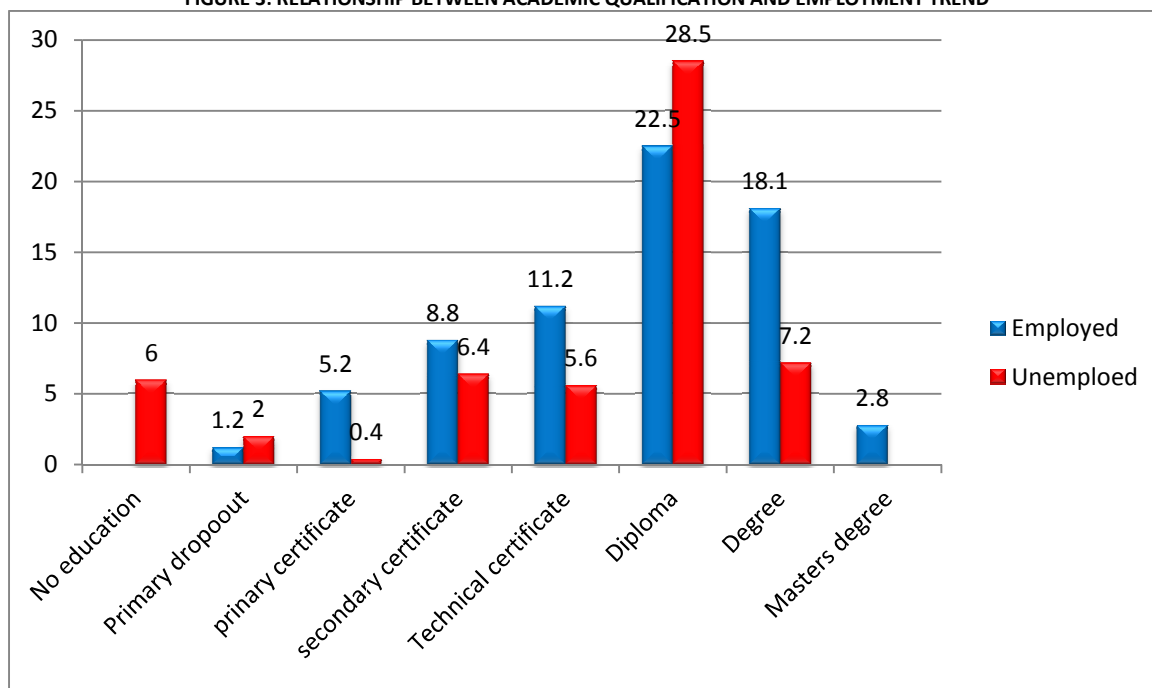
Source: Survey 2012

The findings in table 1 implies that majority of the respondents were the youth. It was also revealed that 50.2% were male while 46.45 were females. This could mean that majority of the respondents in town are male which is true in most Kenyan rural towns. From the study findings it was revealed that 60.8% of the respondents were employed while 31.4% were unemployed. The findings shows that employment rate is 60.8% while unemployment stands at 27.8%, the paper further sought to establish relation of employment with education. The paper results show that employment rate is 60.8% while unemployment stands at 27.8%. This is in line with the GoK, (2008a) the level of unemployment in Kenya like other developing countries is very high. The hardest hit are the youth who after graduating from Universities and other institutions of learning, find themselves unable to secure formal employment opportunities, thereby failing to gainfully contribute to economic development of this country despite their enthusiasm, energy and drive. The resulting idleness has sometimes made the youth to drift into undesirable activities which have ended up wasting their energy. Although the government on the other hand, has been on overdrive trying to address these problems, it has for instance promised to improve the operational environment such that the economy can create at least 500,000 new jobs every year. Available statistics however, indicate that the unemployment problem is far from being over. It was also revealed that has the education level increases the level of unemployment increases because the learners depend mostly on being employed but from the paper the highest percentage of unemployed are those with diploma 28.5%, followed by degree holders then technical certificate 7.2% and followed by secondary 6.4%, primary and primary dropouts. This can be supported by (GoK, 2008a) survey results that data from the annual Economic Surveys show that formal sector employment growth has been sluggish. It rose by 1.2 per cent between 1998 and 2001.

RELATIONSHIP BETWEEN ACADEMIC QUALIFICATION AND EMPLOYMENT

From the findings 1.2% of the respondents dropped out of primary education and employed while 2% are not employed. Those who have primary school certificate and employed are 5.2% while unemployed were 0.4%, those with secondary certificate and employed were 8.8% unemployed were 6.4%, those with technical education and employed were 11.2% unemployed were 16.9%. The respondents with a diploma and employed were 22.5% unemployed were 28.5%, those with a degree and employed were 18.1% unemployed were 25.3% and those with a masters degree and employed were 2.8% and non was unemployed as shown in figure 3.

FIGURE 3: RELATIONSHIP BETWEEN ACADEMIC QUALIFICATION AND EMPLOYMENT TREND



Source: Survey 2012

The findings mean that as the level of education increases the unemployment also increases but employment starts increasing the highest percentage of unemployed are those with diploma, followed by degree holders then technical certificate and followed by secondary, primary and primary dropouts. However, as the learners advance their education to master's level most of them stand a chance of being employed in the labour market. It was also shown that most 37.1% of the males are employed while when it comes to unemployed most of the unemployed 31.5% were the females. This is supported by Lyon (1996) findings which argue that even if women gained equal access to higher education, there are still significant imbalances depending on the field of paper as well as inequalities in the labour market outcomes. The main argument is that women have been socialized so as to prepare themselves for careers within spheres of work traditionally seen as female and follow career paths premised on assumptions about women's domestic roles. However Stampini & Verdier-Chouchane, (2011) findings in Tunisia showed that Youth unemployment in Tunisia was estimated at 14.2% in 2010, and is even more pronounced among young graduates with masters' degrees in law, economics and management, estimated at 47 percent in 2007 for individuals between 23-29 years old but regarding years (figure 5) the trend is the same with one experienced in Karatina.

RELATIONSHIP BETWEEN GENDER, AGE AND EMPLOYMENT

The research further sought to find out the relationship between gender and employment of respondents at Karatina town and from findings; 37.1% male were employed while 31.5% females were employed. Those unemployed 15.3% were males with 16.1%. The paper further sought to establish the relationship between respondents' age and employment and from the paper findings; of those aged between 36-45 years 26.8% were employed while 8.2% unemployed; those aged between 26-35 years 24.5% were employed while 8.2% unemployed; for those aged between 18-25 years 8.9% were employed while 12.8% were unemployed as shown in table 2.

TABLE 2: GENDER AND EMPLOYMENT

TABLE 2: GENDER AND EMPLOYMENT						
				Are you employed?		Total
				Yes	No	
Gender		Male	Count	92	38	130
			% of Total	37.1%	15.3%	52.4%
		Female	Count	78	40	118
			% of Total	31.5%	16.1%	47.6%
Total		Count	170	78	248	
		% of Total	68.5%	31.5%	100.0%	
				Are you employed?		Total
How old are you? (Years)		18 – 25	Count	23	33	56
			% of Total	8.9%	12.8%	21.8%
		26 – 35	Count	63	21	84
			% of Total	24.5%	8.2%	32.7%
		36 – 45	Count	69	21	90
			% of Total	26.8%	8.2%	35.0%
		46 – 55	Count	13	2	15
			% of Total	5.1%	.8%	5.8%
		56 – 59	Count	8	4	12
			% of Total	3.1%	1.6%	4.7%
Total		Count	176	81	257	
		% of Total	68.5%	31.5%	100.0%	

Source: Survey 2012

As illustrated in table 2 regarding age and employment it was revealed that most of the people 29.9% who are unemployed in the town were the youths aged between 18-45 years. This is true in the current unemployment trend in the Kenyan labour market. This is supported by GoK, (2006: 3) findings that Kenya's population is largely youthful. 75% of the country's population is made up of persons aged 1 to 30 years. Youth number 10.1 million, accounting for 32% of the country's population. Of these, 51.7% are female and 48.3 % male. Youth form about 60% of the total labour force in the country, but a majority, about 65%, is unemployed. This is true in Africa as well where according to Stampini & Verdier-Chouchane, (2011) 60% of the total unemployed, the youth make up the bulk of the unemployed or underemployed in Africa. The share of unemployed youth among the total unemployed can be as high as 83% in Uganda, 68% in Zimbabwe, and 56% in Burkina. Recent estimates of the AfDB based on household surveys for selected countries in Sub-Saharan Africa and data from ILO reveal that youth unemployment, including those who have stopped actively searching for employment is around 34% (Figure 5).

World Bank, (2007) showed that Youth represent 30 percent of Kenya's population and their unemployment is twice the country's average. Almost one third of Kenyans are between 15 and 29 years, and the total reached almost 11 million people in 2006 (compared to 8.5 million in 1999). According to the KPIA this age cohort is now at a historical high (in absolute and relative terms). This is because of the current bulge of youth in the world and mostly in developing world. Altogether there are over 1.2 billion young people in the world between the ages of 15 and 24. About 90 per cent of them live in developing countries: the largest population of young people the world has ever seen (figure 4 the share of the youth population in your region.). Most developing countries are experiencing a youth bulge, where young people represent more than 30 per cent of the working-age population. Developed economies, on the other hand, are undergoing population ageing. Other past studies discussed below support above findings on youth and unemployment.

According to International Labour Organization (ILO 2012) estimates, the global economic crisis increased world unemployment. The unemployment estimate was at 178 million in 2007 and shot up to 212 million in late 2009. "Nearly 75 million youth are unemployed around the world, an increase of more than 4 million since 2007," ILO report (2012). In addition and according to ILO (2012), By 2016, the youth unemployment rate is predicted to remain at the same high level, it is likely to remain at over 6 percent globally until 2016 (ILO, 2008). But in 2012, the ILO estimates that the number of unemployed youth is on the rise again since 2011, after declining somewhat from the peak it reached at the height of the global financial crisis. It was expected to reach 73.4 million young people by 2013 (ILO 2012). The global youth unemployment rate has also been rising since 2011; it is currently estimated at 12.6 percent and is projected to increase to 12.8 percent by 2018. In contrast, the global adult unemployment rate, while also rising slightly, is much lower at 4.6 percent in 2013 (ILO 2012).

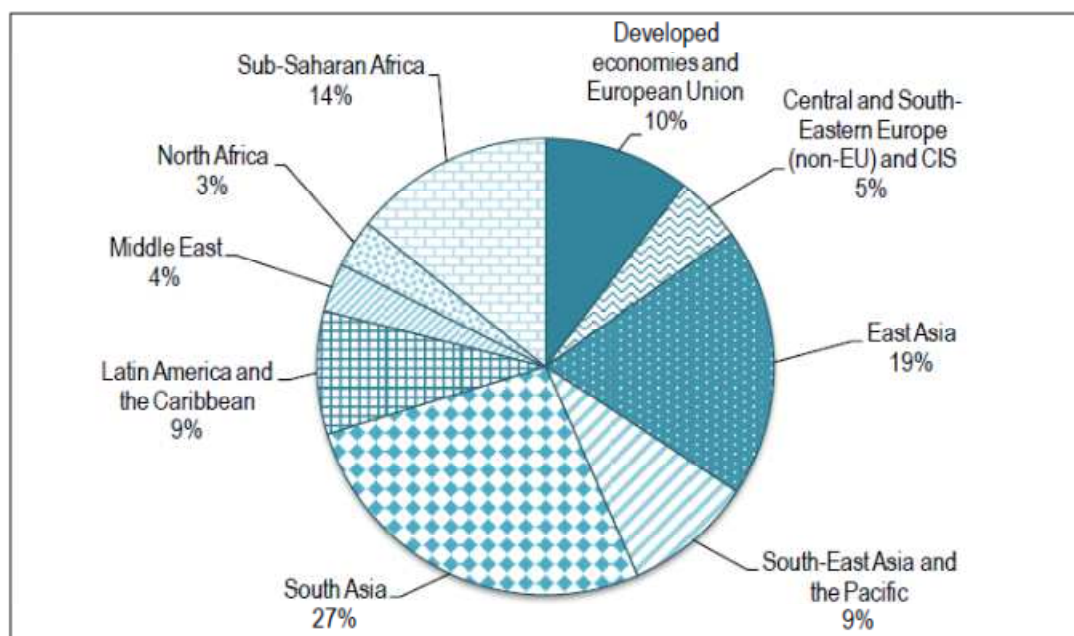
On youth and employment, Sub-Saharan Africa is perhaps the region of the world that will face the greatest challenges with the youth bulge going forward. Because fertility has not declined as sharply as in other regions, sub-Saharan Africa will not benefit from a demographic dividend in the coming decades. Youth are expected to be about 20 percent of the population there for the next couple of decades, and they will make up over 30 percent of the working age population through about 2045. Despite these pervasive and enduring demographic pressures, the ILO projects that youth unemployment in Africa will remain stable at 11.7 percent through 2018, a rate that is well below the world average (ILO 2012). In Africa, although many policies, programmes and projects have been directed at the problem, unemployment continues to be a major obstacle to full utilization of human resources.

The scenario is not any different in Kenya where the employment challenge has been growing with the youth being the main casualty (GoK, 2008), the rate stands at 40 % from 12 % (ILO, 2012). Despite numerous policy efforts, reforms and other mitigations and four decades later, unemployment continues to afflict many Kenyans where millions of Kenyans especially youth and women remain unemployed (Omondi, 2012).

Despite this fact, young people in Kenya are underrepresented among the employed population. In fact, persons aged 15 to 24 accounted for less than 20 per cent of total employment in 2011, 17 percentage points below their share in the working-age population. As such, the youth employment rate in the country, like, the employment-to-population ratio, is less than half the adult employment rate and one of the lowest youth employment rates in the region (ILO, 2012).

In fact, the gap between youth and adult employment rates reached 43 percentage points in 2011, placing Kenya among the countries with the largest disparities between youth and adults in SSA – the gap in the country is more than twice than that observed in the region as a whole. Moreover, at 32.5 per cent in 2011 the youth employment-to-population ratio in Kenya was 15 percentage points below the average observed for SSA as a whole. Further, between 2000 and 2005, the youth employment rate fell by close to 4 percentage points, stabilizing at around 32 per cent thereafter (UNDP, 2013).

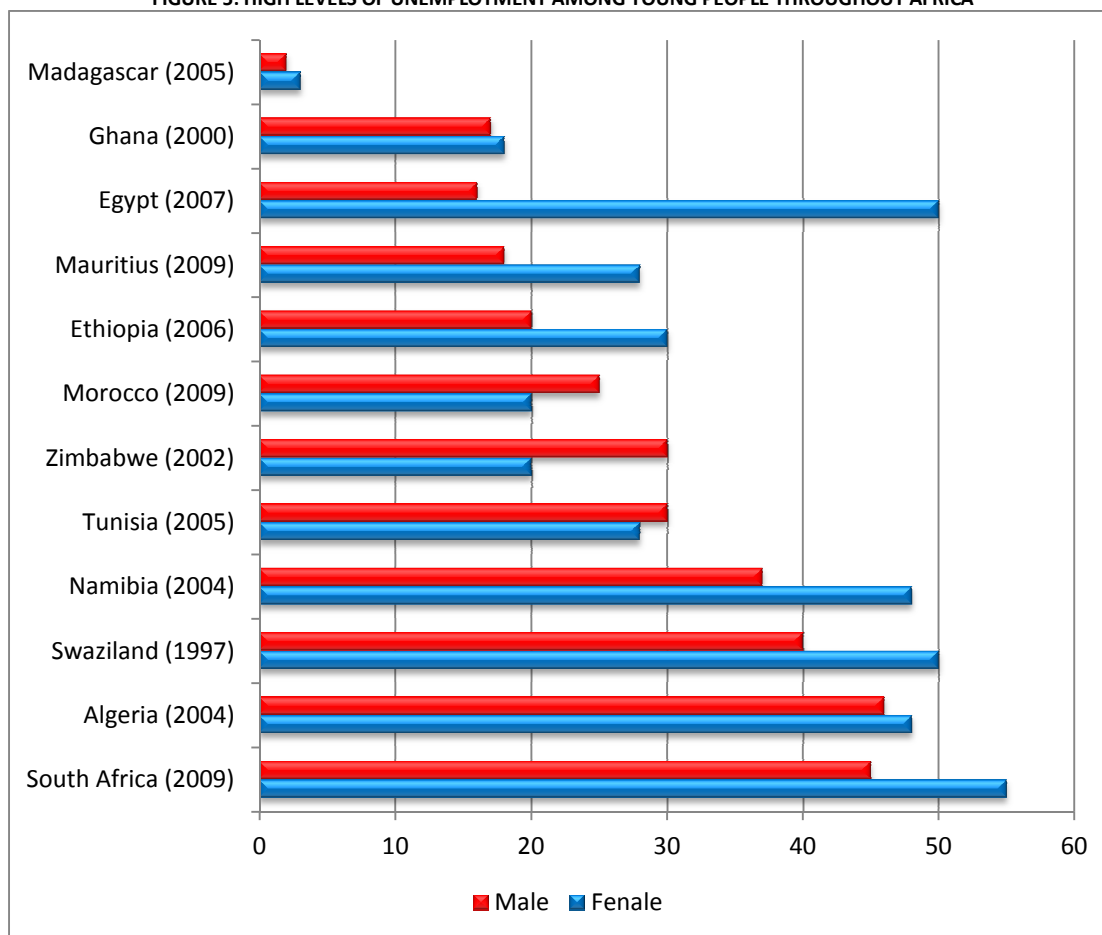
FIGURE 4: REGIONAL DISTRIBUTION OF THE YOUTH POPULATION, 2012



Source: United Nations: World Population Prospects, the 2010 Revision database.

Findings from other African countries support Karatina findings that females are most likely to be unemployed (figure 5), in Tunisia, unemployment is higher for women (51% vs. 35% for males) especially for female graduates in Law estimated at 68%. In Egypt unemployment rates for females are close to 50% as compared to less than 20% for males. On average, labor force participation rate in Africa is 78.3% for men vs. 61% for women. There are however large disparities in female labor force participation within Africa. Female participation tend to be much higher in West Africa (80% and higher in Burkina Faso, Burundi, Gambia, Ghana, Guinea, and Sierra Leone) and lower in East Africa (under 40% in Ethiopia, Kenya, Malawi, Uganda) Arbache, et al (2010). More strikingly, the share of female participation in the labor force in North Africa is almost half that of Sub-Saharan Africa. In addition, female youth in Africa may be at a greater disadvantage as they face more family constraints. In Mozambique, Malawi, Niger, Chad, Uganda, and Gabon between 40-50% of female youth (15-24) had already given birth at least once World Bank (2008).

FIGURE 5: HIGH LEVELS OF UNEMPLOYMENT AMONG YOUNG PEOPLE THROUGHOUT AFRICA

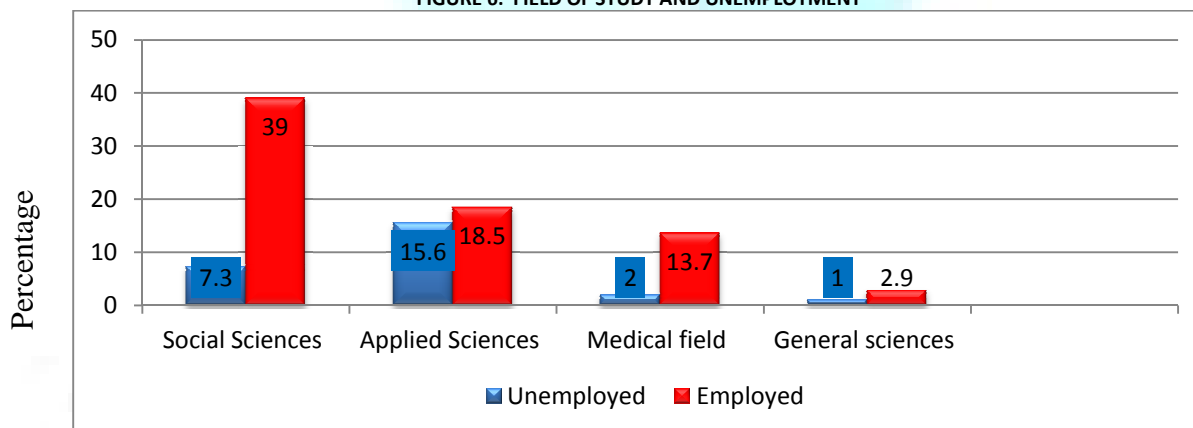


Source: ILO Key indicators of Labour Market, Version 6

FIELD OF STUDY AND UNEMPLOYMENT

Study sought to relate to field of study and unemployment, 15.3% of unemployed have done applied Sciences, 7.3% have done Social Sciences, 2% have done Medical field, 1% have done General sciences as shown in figure 6.

FIGURE 6: FIELD OF STUDY AND UNEMPLOYMENT



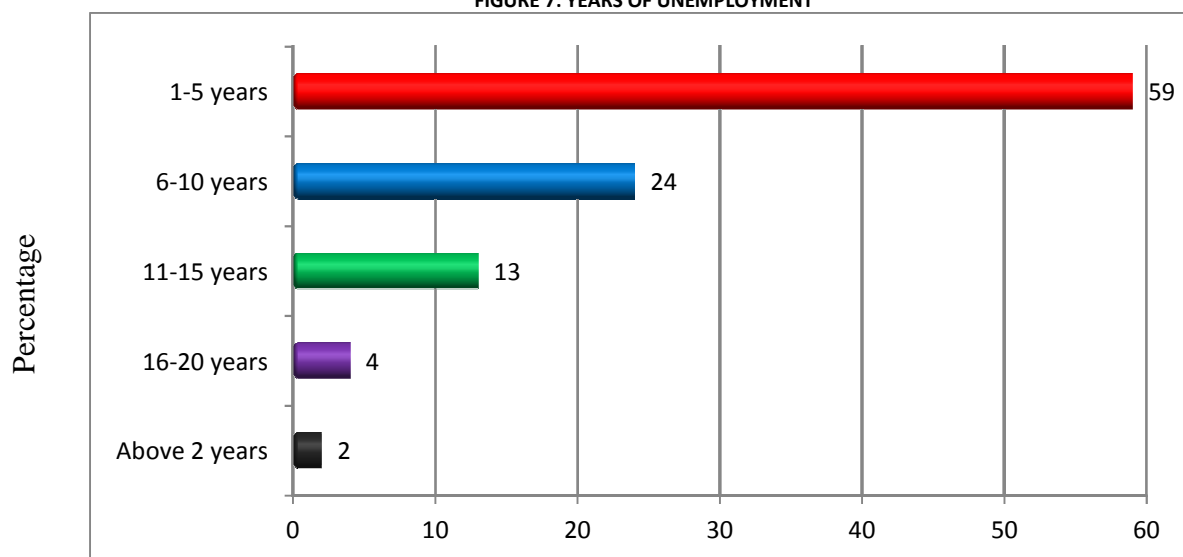
Source: Survey 2012

From the study it meant that most of the unemployed in the town have done applied sciences followed by social sciences, medical field and few who have done zoology. Youth in Kenya face serious challenges, including high rates of unemployment and underemployment. In relation to the field of paper and unemployment the paper results showed that most of the unemployed in the town have done applied sciences 15.6% followed by social sciences 7.3%, medical field 2% and few who have done zoology 1%. Robst (2007) survey that used the 1993 US National Survey of College Graduates to find that about 55% of respondents are in a job that closely relates to their degree field, while 25% are in jobs that are somewhat related to their area of paper and 20% are in jobs that are not related to their studies. Indeed, many individuals are found to obtain a qualification in a specific field only to work in a different field but the extent of mismatch varies sharply by field of paper. A Swedish paper by Nordin, Persson & Rooth (2010) using register data which helps to circumvent sample size problems found horizontal mismatch rates as high as 80% for biology graduates and rates as low as 4% for graduates who studied medicine. Their paper focused on only Swedish born adults aged 28-39 who completed a college/university degree. Most of the fields of education left in their analysis were precise and matched one distinct occupation perfectly, but some fields of education were broader and matched two occupations (like, social sciences) this supports findings of Karatina town.

NUMBER OF YEAR WITHOUT EMPLOYMENT

It was revealed that in Karatina town most of the respondents 59% have been unemployed for between 1-5 years with 24% having not been employed for between 6-10 years as shown in figure 7.

FIGURE 7: YEARS OF UNEMPLOYMENT



Source: Survey 2012

The findings in figure 7 indicates that most of the respondents have been out of work for between 1-10 years this means that there is high level of human capital wastage. According to Watkins, (2011) what the world has recently witnessed is an educated youth, suffering from humiliation, hopelessness and resentment and mass unemployment Overall in sub-Saharan Africa and despite annual economic growth rates of 5 percent in recent years, there has not been a sufficient increase in stable employment opportunities for young people. High unemployment rates across the African continent coupled with low labor productivity in the bulky informal sector, where the majority of youth works, reinforces income inequality that in turn, undermines the pace of economic growth and social peace.

CONCLUSION

High and persistent unemployment is likely associated to increasing inequalities and human capital wastage. Furthermore, there are sensible reasons to expect that this process of high and persistent unemployment, in which inequality increases, has a negative effect on subsequent long-run economic growth. Survey carried out in Karatina shows that unemployment is at 27.8% and unemployment increases with education level but when the learners advance their education to masters degree they increase their chances of employment. Majority of the people unemployed in the town are the youths but more females are unemployed than males and in regards to field of study most of those who are unemployed have done applied sciences, followed by social sciences and medical sciences this is true in the Kenya at large because there are few medical practitioners. The unemployed have also been out of work for between 1 to 10 years which indicates high level of capital wastage as a result of unemployment.

RECOMMENDATION

The research was limited to human capital wastage in Karatina town but to achieve maximum benefits of Human Resource the recommendations are following; the research recommends that there is need to encourage learners to advance their level of education to increase their chances of employment and achieve maximum benefits, the society should be encouraged to give more chance for female career development so as to have better chances of employment in the competitive job market and learners should also be advised to do courses which are competitive and marketable in the current dynamic employment market. There is also need to encourage youth to seek self employment instead of depending on employment.

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In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active co-operation of like-minded scholars, we shall be able to serve the society with our humble efforts.

Our Other Journals

