

IMPLICATIONS OF REGIONAL POLITICS ON YOUTH EMPLOYMENT IN THE POLICE SERVICE. A CASE OF LAIKIPIA COUNTY (KENYA)

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**IMPLICATIONS OF REGIONAL POLITICS ON YOUTH EMPLOYMENT IN THE
POLICE SERVICE. A CASE OF LAIKIPIA COUNTY (KENYA)**

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**A RESEARCH PROJECT PROPOSAL SUBMITTED TO THE SCHOOL OF
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FULFILMENT OF MASTERS DEGREE IN ¹SECURITY MANAGEMENT AND POLICE
STUDIES IN THE DEPARTMENT OF SECURITY AND CORRECTION SCIENCE,
KENYATTA UNIVERSITY**

NOVEMBER, 2016

DECLARATION

Declaration by Student

This research proposal is my original work and has not been presented ⁴⁴ to any other institution of higher learning for the award of an academic master's degree.

Sign

Date

Gedion Miriti Nyamu

Declaration by Supervisor

¹ This research proposal is submitted with our approval as university supervisor.

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Date

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ABSTRACT

The problem of employment among the youth is a challenge that affects their livelihoods. After one has attained the age of majority (over 18 years) and has basic education, what one carries is a hope of getting gainful employment. Employment gives young people hope, stability, identity, a sense of belonging and an opportunity to settle down in life. The purpose of this study is to look into the implications of regional politics on youth employment in the police service: A case of Laikipia East sub-county. The study will be guided by the following specific objectives: identify the criteria of youth selection and recruitment in the police service; establish how the numbers are distributed throughout the county; identify challenges faced in getting qualified recruits and to find out a better strategy for recruiting and hiring of the youth into the police service. The study will be guided by descriptive design which will be complimented by exploratory research design. The target population will be 384 people, sample size will be 183 people and the sampling technique will be both purposive and simple random sampling. Questionnaires and interview schedules will be used as research instruments in this study. Quantitative data will be analyzed using descriptive statistics e.g. averages, mean, standard deviation etc. while qualitative data will be analyzed according to themes and patterns formed. The expected results will help in the non-biased recruitment, avoid nepotism and help get a better strategy of youth recruitment in police service in Laikipia East Sub-County.

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LIST OF ACRONYMS

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EMDR - Eye Movement Desensitization and Reprocessing

PTSD - Post-traumatic Stress Disorder

MAYAC - Maribyrnong African Youth Advancement Committee

WPC - World Police Commission

WPPA - Wisconsin Professional Police Association

AP - Administration Police

GSU - General Service Unit

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KFS - Kenya Forest Service

KWS - Kenya Wildlife Service

NYS - National Youths Service

NACOSTI - National Commission for Science, Technology and Innovation

SAPS - South African Police Service

MP - Member of Parliament

CSO - Central Statistics Office

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NPS - National Police Service

NPSC - National Police Service Commission

IG - Inspector General

KPR - Kenya Police Reservist

DEFINITION OF TERMS

Regional politics- Means local politics within a specific area of jurisdiction. Laikipia County is a cosmopolitan. Communities living together (Maasai, Pokot, Samburu, Turkana, Kikuyu and Meru) If an elected leader is from one of the above named communities, then he or she intends to interfere with the recruitment procedure such that the community where he comes from is the one that gets recruited. If not given a chance to manipulate the procedure, makes unsubstantiated allegation against the recruiting team.

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

Globally, employment of the youth to the policing service focuses on the transparent and accountable criteria where the recruits are selected through a number of procedures determined by more than one police personnel (Hawkins et al, 2005). This ensures that the law enforcing organization selects a competent and qualified recruit. Carter and Carter (2009) noted that with the increased complexity of the youth police role and the movement towards neighborhood policing, the nature of police work and police organization in China has become more complex and necessitates the importance of hiring and retaining high quality personnel. Developed countries such as Germany have invested in policing services through modern facilities and equipment that aid better service delivery and better salary to police officers and allowance privileges. Densten (2013) posed that out of all governmental operations, the police function is the most intimate – the daily, varied encounters between police officers and individuals, ranging from routine to traumatic experiences, represent the most visible and powerful interaction between the government and the public (Densten, 2013).

In Africa youth employment into the police service is dependent on the states and the ruling government. Youth form over 65% of the population in most of the African countries. (Handem, 2008) This large unemployed population can be reduced by absorbing some youth into the police service.

According to figures from central statistical office (CSO), Zambia faces a huge challenge of youth unemployment with the country only having about 500,000 people in formal employment out of total labor force of 3 million. Youth form 68 percent of the country's population (Handem, 2008)

International bodies like WPC has stepped in, in helping African youth get information on employment on police department. For instance WPC held a youth empowerment information

session (Handem, 2008). The meeting was aimed at providing information and opportunities about gaining employment and training.

Division of functions in police departments can help reduce the large number of the unemployed youth by absorbing more in different department. For instance SAPS is divided into two divisions. SAPS is the national police force of the Republic of South Africa (Kakar, S. 2008). The SAPS and the Metro Police. The SAPS is South Africa's national police force and the Metro Police is the city's police force. Each city in South Africa has its own dedicated police force. Both control and prevent crime, but the SAPS is mainly a reactive service. They respond to and investigate crimes. Then by comparison, the Metro Police's approach is more proactive. They have an emphasis on preventing crime and reducing the reasons for committing it. Metro Police officers, in South Africa, do not have the legal authority to imprison people, so when they make an arrest, the person in question is handed over to the SAPS for investigation and detainment.

Police training entails vigorous exercise that are also accompanied by aptitude test, translating that a candidate or recruit needs to be both mentally and physically fit. The criteria for the recruitment of this SAPS is very clear and everyone who meets the requirements and wishes to apply for SAPS careers, will have to participate in an in-depth training course (Pliant et al, 1995). First you need to fill in the SAPS application forms, and then you go on six months of intense practical training. This training normally takes place at several police stations around the area of the training college that you enroll in. After you have completed the practical course, you then have to undergo six months of theory training. This is where you will be learning the rules and regulations that surround the work, and also the law.

In Kenya, there are a number of law enforcement organizations that can employ the youth and reduce the youth employment gap. The main employer is the National Police Service. According to (IPOA recruitment monitoring report 2014) the Kenya Police, which report to the Inspector-General of Police in the NPS, fields about 70,000 officers (IPOA Recruitment Monitoring Report 2014). The GSU has around 5,000 paramilitary personnel. The regular police are backed up in

rural areas by the KPR which is sometimes called the Kenya Home Guard. The AP, formerly the Tribal Police, report to local District Commissioners, who in turn report to the Office of the President (Sabar; Kalia, 2002) The GSU initially known as the Kenya Police Emergency Company, was established by the colonial government to battle Mau Mau freedom fighters (rebels) during the fight for Kenya's independence (Kalia et al). The AP, 47,000 strong, report to local District Commissioners, who in turn report to the office of the President. The AP started out as the native police who reported to the local village headman (Blomfield, Adrian 8 December 2001). After the promulgation of the new constitution, however, currently all Kenya police and Administration police report to one top authority; Inspector General of police (The Constitution of Kenya 2010 article 245 subsection 2 (b)). Wildlife conservation to reduce illegal poaching due to large number of unemployed youth has been catered for by the KWS, a state a state corporation paramilitary wing, responsible with wildlife conservation and general protection. It consists of the trap unit, air wing unit, anti-poaching unit, scout unit, wildlife intelligence unit, wildlife protection unit and of late dog unit (Mathu, Winston 5 July 2007). The

Deforestation that may occur as a result of jobless youth invading forests for illegal logging and charcoal burning has been addressed by the (KFS). It employs rangers to protect the forests and enforce revenue measures. Among their duties the rangers enforce the eviction of squatters from the forests (Njoroge, Karanja 10 November 2009). To promote some level of self reliance, the National Youth Service (NYS), which is administered by the Office of the President, provides some paramilitary training to young job trainees and numbers about 2500 (Njau, Mutegi 29 March 1999).

Security challenges exist as they are tasked with safety provided in the form of guarding commercial premises as well as residential places is another key function. The police also man roads with the aim of checking on vehicle speed and enforcing traffic rules. This seems to have been abused as can be seen by the increase in road accidents, extortion by illegal gangs and general abuse of traffic rules (Kiraithe, 2011). Majority of inhabitants are pastoralist communities whose livelihood is dependent on livestock. Laikipia County has different religions, but Christianity and Islam are the principal religions. The pastoralist Samburu communities have cultures which suit their nomadic lifestyle revolves around the livestock and warfare, this means they have to move from one area to another in search of pasture for their livestock and engage in

raids amongst themselves and with neighbouring communities especially the Turkana in a bid to recover their stolen cattle. While the mixed life style of Turkana communities have different cultures suitable to their way of life especially having gender division of labour depending on activities they engage in on a daily basis (Mutegiet *al*, 1999).

Education which is the determining factor in employment in Laikipia like everywhere else in the country is not well appreciated in this area. Youth with primary education are in formal employment (4%), informal employment holds about 54% of young people in the area. Those with secondary education and are in formal employment (12%), informal employment (40%), students (26%), and unemployed (15%). While those with tertiary education are in: formal employment (31%), informal employment (9%), and unemployed (8%). The total number of boys and girls are indicating a skewed gender disparity (Adrian *et al*, 2001).

The number of youth in Laikipia County stands at 61 %. Out of that number only 22 % are in formal employment (public sector 10%, 12 % Private, sector). Laikipia County has a representation of 3% of police stations in Kenya and the number of the employed personnel within the force shows that majority of them come from other communities other than Samburu, and Turkana who just contribute 1.5% and counties than Laikipia who has a contribution of a similar percentage. The employed youth represent 32% of which only 11% are from the local communities while the rest up county. That reality and my observation having worked in this county prompted me to think of research on the causes of low employment rate among the youth from the local communities. With all these problems KPS has become a very attractive employer of the youth in Kenya

An overview of the security situation in Kenya reveals several sophisticated and complex challenges that allow an in depth study on youth employment with a view to improving service delivery and performance as a whole. The youth employment within the police service in Laikipia County-Kenya is shrouded in mystery, i.e. procedures for the police recruitment are not followed, and a leader who is elected in the area tends to interfere with the recruitment to favor the community where he comes from even if they are not qualified.

1.2 Statement of the Problem

Ideally, police service is supposed to be an attractive employer for youth especially because of the opportunity it presents to unemployed youth with and the benefits ranging from free training and lower employment qualification criteria. Like any ideal equal opportunity employer the youth expect to be employed fairly, based on their academic competencies, creativity, physical fitness, non-fraudulent representations, clientele's free and in an open and transparent system.

National Police Service has tried to structure the police service, in a harmonious operations and a service oriented system for a fair recruitment of young people who qualify to join the Police Service.

However, there are number of challenges experienced in the recruitment of these young people into the police, based on the interferences of the politicians who want that only people from his or her region be recruited into service. This is the reason why this study is determined in finding out the implications of regional politics (interference by elected leaders) on youth employment into the police service in Laikipia County.

1.3 Purpose of the study

The main aim of the study is to examine implications of regional politics on youth employment in police service in Laikipia County so that this area may be streamlined to be an equal opportunity employer.

1.4. Specific Objectives

- i. To examine the criteria of youth selection and recruitment in the police service and propose best criteria on the same.
- ii. To establish how the numbers are distributed throughout the county i.e. regional political interference
- iii. To identify challenges faced in getting qualified recruits.
- iv. To identify a better strategy for recruiting and hiring of the youth into the police service.

1.5 Research Questions

- i. What is the effect of selection and recruitment criteria on youth employment in the police service?
- ii. What determines the number of recruit slot distribution throughout the country?

- iii. What are the challenges faced in getting qualified recruits?
- iv. What is the strategy for recruiting and hiring of the youth into the police service?

1.6 Assumptions of the Study

In order to conduct the study the following assumptions will be made;

- i. The study will assume that the number of youths employed in the police service in Laikipia East sub County, Laikipia County do access the recruitment exercise or follow the exercise.
- ii. The respondents will cooperate and give honest responses to the questions in the research tools.
- iii. The target sample population will have a common understanding on the issues in the tools of data collection.
- iv. The sample size to be chosen will adequately enable the researcher to draw a valid conclusion about the study.

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1.7 Justification of the study

The justification of the study is that there is an outcry by the members of the public in Laikipia regarding unaccountable procedure in police selection and hiring. Allegations are that the process has been marred by corruption, procedural abuse through interference by regional politicians of nepotism and unequal distribution of numbers of candidates among others. It's a matter of urgency to find out whether these allegations are true or not.

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1.8 Significance of the Study

The study can be replicated in some other regions of this country that have the same problem. This study will also widen the understanding of the Laikipia youths, community, and business people on the procedures of recruitment, as well as the entire general expectations on the recruitment of the youth in the Kenya Police Service. The study may help heads of police officers in Laikipia and Kenya as a whole in matters of youth recruitment in the Police Service. Last but not least, the study will contribute to the scarce literature in this country on Police recruitment.

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1.9 Scope and limitations of the Study

The research will be carried out in Laikipia County and will focus on police recruitment division officers, school heads, youth themselves, police commanders, elders and parents.

The limitation could be that the issue of recruitment is a bit sensitive so some officers may have fear to give out information because of victimization but the researcher will make it clear that the study is meant for academic purposes and that confidentiality and anonymity will be strictly maintained. Moreover, the study is meant to help give equal opportunity to all the youth in Laikipia who are willing to be employed in the Police Service.

1.9.1 Knowledge Gap

There is still a discrepancy between the available literatures on issues on politics and youth employment in police service. There is no research done on the challenges faced during recruitment of qualified recruits, number of youths employable into the Kenyan police service and rather depend on the Kenya Police acts and the Kenyan constitutional provisions. Most researchers, (Crack, 2009); (Jerome, 2002); (Tom, 2014); (Smith, 2005), (Edwin, 2011) and (Chambliss, 2010) have focused on studies related to youth unemployment on corruption causes, prevalence, motivations, and role of public. However few have carried out studies related to corruption and employment of youth in relation to working conditions in police service and culture.

The recruitment and selection criteria studies on this topic by (Oyedijo, 2012); (Rowe, 2005); (Campbell, 1965); (Young, 2013); (Stranberg, 2006); and (Hymes, 2001) have only generalized on the impacts of reforms in police service on police performance based on policy, competences in recruitment, mandates, creativity, and information challenges.

Studies on the compensation and remunerations of police officer by (Newman *et al*, 199); (Dessler, 2004); (John, 2003); (Navitaet *al*, 2010); (Flottemshet *al*, 2007); and (Hiatet *al*, 1992) focused on the forms, risks, roles, community concepts, and physical activities leaving behind other engagements as insurance and repetitive studies as per the dynamisms.

These past studies literature have also failed to point out the fact that policing is too complex and its service is affected by prevailing national politics creating a knowledge gap that this study intends to fill.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter will discuss the opinions, findings from different authors, publications, magazines, websites, and all possible sources as the basis of foundation for this research study. It is divided into theoretical review and empirical review i.e. definition of the key variables, and other parts according to the research objectives as seen below.

2.1.1 The criteria of youth selection and recruitment in the police service

Rowe (2005) defined police recruitment as “the development of a pool of sufficiently qualified applicants from which to select officers”

According to the pursuant to article 246 subsection 3 (a) of the Constitution of Kenya 2010, the(NPSC) is mandated to undertake the recruitment of the specialists and constables proportionally into the police service.

The Commission, under section 13 of the NPSC Act established both the National and Sub-County committees to oversee the exercise with the latter getting direction from the national committee headed by a commissioner at the NPSC. A regulatory policy and guidelines were put in place by the Commission to direct the recruitment exercise. The ideal recruitment stratifications are based on the general demands in the regular police, the general service unit, and the administration police. The most recent recruitment in Kenya involved 10, 000 youths though it was faced with a lot of challenges which led to repeat of the exercise. (IPOA .2014)

The guidelines policy compliance is based on the section 11 (1) (f) of the NPSC Act, the Commission upon the completion of the exercise will undertake an audit of the exercise. The Commission has to incorporate members from the Ministry of Interior and National Co-ordination, Ethics and Anti-Corruption Commission and Directorate of Criminal Investigation into the audit team. Section 10(d) that requires ‘the Commission cooperates with other state agencies, departments or commissions on any matter that the Commission considers necessary’

2.2.2 How the numbers are distributed throughout the county

Equal distribution of the few available slots has always been a headache to the recruiting team considering the number of job seekers who throng the venue. At a time when youth unemployment has become such a huge national scourge, any openings must be fairly distributed (daily nation)

According to KNHR, report 2016, NPS recruitment for 2016 did not meet ethnic, gender and regional balance.

According to standard digital, The ²⁹ Government has admitted that the recent Administration Police recruitment from the National Youth Service (NYS) was not representative. Poor regional imbalance and slot distribution has exposed some regions being left out without their youth being absorbed in the police service.

Edwin (2011) noted that ¹⁵ it is no longer enough simply to select recruits able to perform the functions of general duties constables (Young, 2003). Regional balance can not be ignored.

Slot distribution and imbalance has also been blamed for levels of education (digital standard)

¹⁵ Increasingly, professionalism and excellence in policing are related to levels of education both in terms of attracting recruits who hold tertiary qualifications and in requiring further education to be undertaken as a prerequisite to promotion (Young, 2003)

More slots means more numbers that needs to be distributed in response to regional population and the country's population at large

⁴ The ability of a police organization to provide optimal police service to the community depends on its ability to recruit personnel who are enough and equipped to cope with the increasingly complex demands of the police occupational role Rowe (2005). Administrators are well aware that the most important resource within any criminal justice agency is the personnel. Recruiting adequate and qualified officer candidates ⁴ is a key element in building an effective and successful law enforcement agency (Schwab, 2012). Through the adoption of a meaningful recruitment plan, it will be much easier to attract the right type and quality of criminal justice personnel without

forgetting regional distribution of the available vacancies, however few they may be. However, regional balance should not compromise the quality of qualified candidates

⁴ In view of the growing sociopolitical importance and complexity of the service roles, police administrators must seek-out and actively recruit those people who are best suited to a police career Rowe (2005). In order to achieve this aim, the traditionally passive recruiting practices of many police agencies require drastic change.

2.2.3 The challenges faced in getting qualified recruits ⁴

According to (IPOA .2014). The difficulties in hiring qualified police officers have been well documented. ²³ (IPOA further noted that, Police administrators themselves have expressed concern regarding increased recruiting problems. As a result, many police agencies are significantly below their authorized strength. Walker (2009) found attracting qualified applicants for police vacancies ⁴ “has become increasingly difficult and will only get more difficult in the future”.

According to IPOA 2014, corruption marred the recruitment process leading to repeat of the process. ³⁵ Corruption is dishonest or fraudulent conduct by those in power, typically involving bribery. ²¹ In philosophical, theological, or moral discussions, corruption is the abuse of bestowed power or position to acquire a personal benefit. Corruption may include many activities including bribery and embezzlement.

⁸ Poor compensation of recruiting officers during recruitment results to self negative compensation. Milkovich and Newman (1999) argue that compensation refers to all forms of financial returns and tangible benefits that an employee receives as a part of an employment contract. A body of literature also argues that compensation, as a human resource management function, deals with every type of reward employees receive in exchange for performing a job (John, 2003). Even more, compensation is not just free gift, but pay or a reward received during employment (Dessler, 2004). Therefore, the compensation police employees receive can be in different forms. Researchers argue that compensation packages often include: bonuses; profit-sharing; overtime pay; recognition rewards and checks; sales commission; health insurance; company-paid car; stock options; company-paid housing; and other non-monetary but taxable income items (Heath field, 2011; Navitaet *al.*, 2010).

2.3 Summary of the Literature

The study indicates that Kenya national Police Service is an equal opportunity employer. It also underlines the points that there is a problem with way police recruitment is done in Laikipia County. That recruitment in Laikipia County is always marred with political interferences and nepotism denying the opportunity to those who qualify and leading to recruitment of people who are not qualified.

2.4 Theoretical Review

This study uses the New Public Management Theory in explaining how the National Police Service can effectively recruit youths into the service to achieve regional balance.

2.4.1 The New Public Management Theory

The theory originated in the late 1970s in the United Kingdom, Australia and New Zealand and was later conceptualized by Hood (1991). The New Public Management Theory (NPMT) has more to do with public sector reforms, thus government policies aimed at modernizing the efficiency in the public service, police service included. NPMT is a discussion and investigation of economic and political systems aimed at modernizing and rendering the public sector more efficient as a means to attain service. It is an approach in public administration that employs knowledge and experience acquired in business management and other disciplines to improve efficiency and general performance of the public service.

The NPS is part of the public sector currently undergoing reforms in Kenya. Ferlie et al. (1996) described the theory, NPM as involving the introduction of concepts of markets, managers and measurements in the public sector. However, reforming recruitment rules and procedures in the Police Service involves certain aspects that have not been introduced presently and that are hindering the reform process. Legwalia (n.d) established that reforming the security sector is a challenging task and calls for restructuring of institutions and control systems of the sector.

The concept of security sector reforms arose from the public management reforms developed by donor agencies in the late 1990s (Brzoska, 2006). The major objective in Police reforms is to establish a legal framework to govern policing and support effective and sustainable institutional reforms to enhance professionalism, integrity and accountability within the Police. This includes advisory services to boost oversight functions in order to increase transparency and accountability, institution-building efforts such as the development of vetting tools and the revision of existing

codes of conduct and ethics, as well as training on intelligence-led policing, forensic investigations, counter-narcotics, organized crime and counter-terrorism.

⁴¹ The National Peace Accord (2008) prioritized police reforms as a matter of urgency to fast track the discontent and growing state of lawlessness among the public. The Waki Commission Report (2012) outlined the necessary reforms required within the police service such as restructuring the service to conform to current demands and challenges.

¹ Amnesty International (2013) however, states that, despite the enactment of various legislations supporting police reforms for instance the Constitution of Kenya 2010, the NPS Act 2011, NPSC Act 2011 and the NPSC recruitment and appointment regulations 2015, nothing much has changed in terms of operation in the NPS.

WAN (1995) identifies the processes involved in developing theoretical frameworks. These processes are built on the theories underpinning the study. The current study is based on the new public management theory, which dominates organizational and public management.

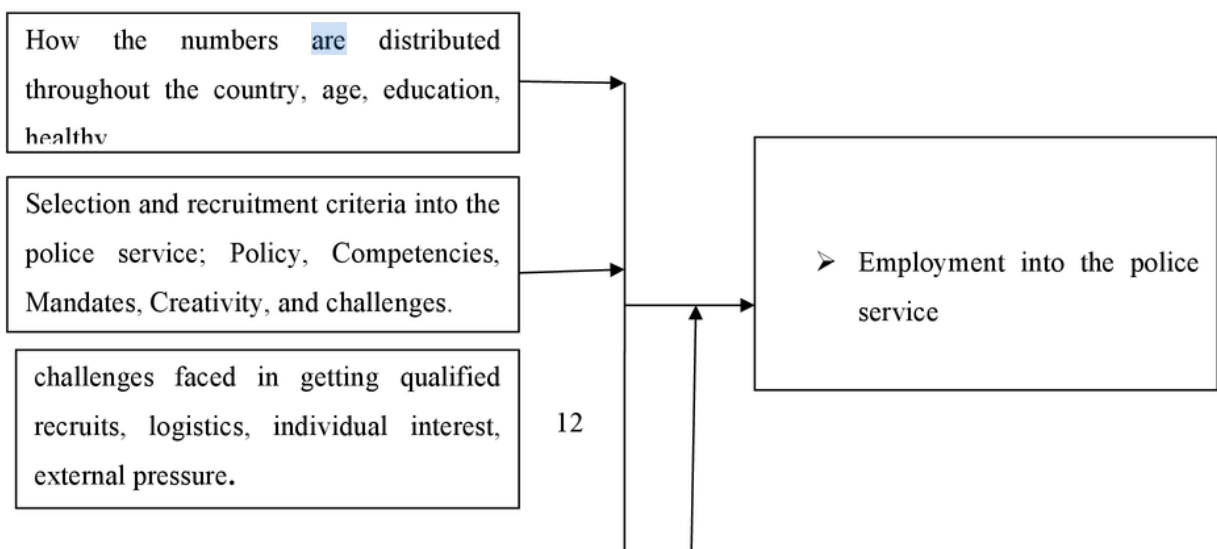
2.5 Conceptual Framework

The conceptual framework provides the study with a guideline on how independent and dependent variables interact in relation to youth employment into the police service.

⁴⁸ Figure 1.2 Independent and Dependent Variables

Independent Variables

Dependent Variables



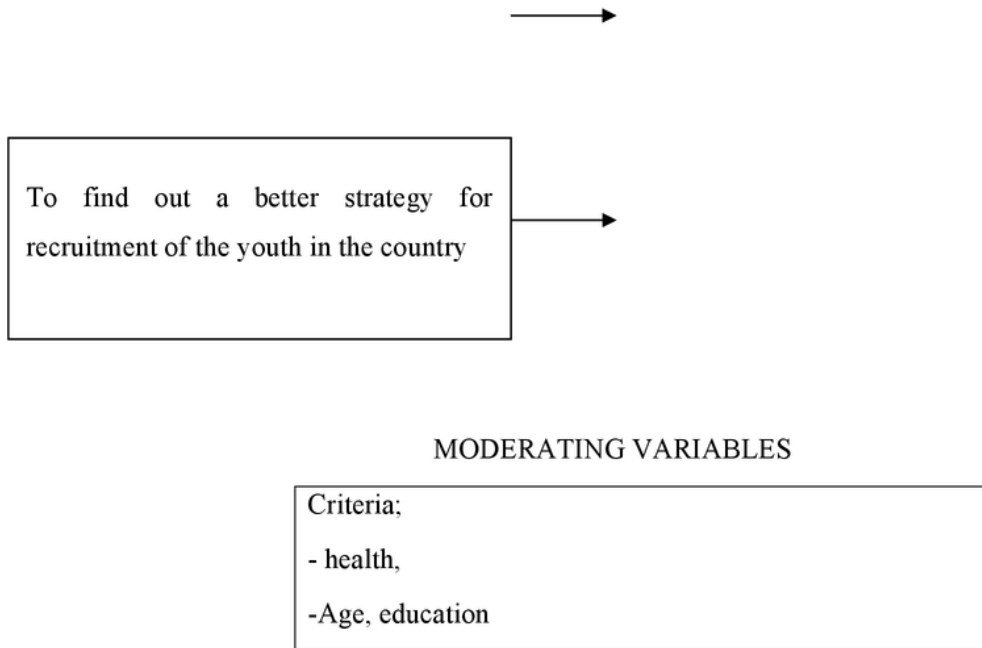


Figure 1.1 Conceptual framework

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CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter outlines the methodology to be followed when carrying out the proposed study. The chapter presents a description of the research area, study population, sample size and sampling techniques, data sources and instruments, data collection procedure and data analysis.

3.2 The Research Design

Research design will be descriptive complimented by exploratory. Mugenda and Mugenda (1999) define a descriptive research design as a method which enables the researcher to summarize and organize data in an effective and meaningful way. The descriptive method will be adopted because it helps to collect data from the population and get the description of existing phenomena by asking individuals about their attitudes and perceptions. The study will also use the exploratory design because it will seek to get more information from respondents through the question “why”. Both

descriptive and exploratory designs have been arrived at based on the in-depth information the research is intended to capture.

3.3 Site of the Study

The study will be conducted in Laikipia County. Laikipia County is one of the 14 counties within the Rift Valley region and one of the 47 counties in the Republic of Kenya. It comprises three administrative sub-counties (the Constituencies) namely: Laikipia East, Laikipia North and Laikipia West. The sub-County headquarters are at Nanyuki, Doldol and Rumuruti respectively. The county covers an Area of 9,462.0 Km² with a population of 399,227 (Male - 49.8 %, Female - 50.2 %) and a Population Density of 42 people per Km². Age Distribution: 0-14 years (42.1 %), 15-64 years (53.8 %), 65+ years (4.0 %). The Number of Households: 103,114 (KNBS, 2009). This area is selected because there is no evidence of a similar study having been done in the study area. Additionally, the area is selected because it will give a wide and varied view of the problem under study.

3.4 Target Population

The study targets a total of 348 respondents as shown on table 3.1. The population of interest will consist of the police commanders and support staff, High school Heads, Youths, local government officials and the elders and the parents.

Table 3.1 Target Population

Target Group	Target Population
Commanders and support staff	20
High School Heads and local government	18
Elders and parents	75
Youths	235
Totals	348

Source: Laikipia County (2015)

3.5 Sample technique and sample size

The study will employ purposive sampling to select the commanders, support staff, and school heads while simple random sampling will be used to select the youth and the local government officials, elders and the parents. Simple random sampling will be used to avoid biasness and respondents to have an equal chance to participate in the study. The sample size of the study will be calculated using the formula below as recommended by Fisher *et al* (2003):

$$nf = \frac{n}{1 + \frac{n}{N}}$$

Where;

nf = Sample size (when the population is less than 10,000).

n = Sample size (when the population is more than 10,000); 384.

N = Estimate of the population size; 348

Sample size for the respondents

$$nf = \frac{384}{1 + \frac{384}{348}}$$

The desired sample size will thus comprise of 183 respondents.

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Table 3.2. Sample Frame of the Respondents

Category	Target Population	Procedures	Sample Frame	Sampling Procedures
Commanders and support staff	20	20/348*183	10	Purposive Sampling
School heads and local government	18	18/348*183	09	Purposive Sampling
Elders and parents	75	75/348*183	40	Simple Sampling Random
Youths	235	235/348*183	124	Simple Sampling Random
Total	348		183	

3.6 Research Instruments

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Selection of this tool will be guided by the nature of data to be collected, time available and objectives of the study.

3.6.1 Questionnaires

1
The study will use primary data which will be collected through self-administered questionnaires. The structured questionnaires will be used to collect data on the factors that determine Youth Employment in the Police Service. A Case of Laikipia East Sub-County, Laikipia County (Kenya). The questionnaires consist of both open and closed ended questions designed to elicit specific responses for both qualitative and quantitative analysis.

3.6.2 Interview Guide

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It will be made of open questions. An interview guide will also be used for the purpose of collecting primary data. They will be administered to the commanders and support staff, school heads and local government officials, elders and parents and the youths. They will seek in-depth

information on the topic of the study since they will be at a very good position to answer the questions of the study and provide the information needed.

3.7 Validity and Reliability of the Research Instruments

3.7.1 Validity

According to Neuman (2005), validity is attributed to an instrument that measures what it is supposed to measure. It will be assured by the instrument reflecting the objectives of the study or the study validity. Validity therefore refers to the extent to which an instrument can measure what it ought to measure. It refers to the extent to which an instrument asks the right questions in terms of accuracy. The researcher will discuss the items in the instrument with the supervisors and colleagues.

3.7.2 Reliability

Bless and Higson-Smith (2005) highlighted that reliability is concerned with the consistency of measures, i.e.; the level of an instrument's reliability is dependent on its ability to produce the same score when used repeatedly. The researcher will also use the test re-test method to determine the reliability

3.7.3 PILOT STUDY

It's the intention of the researcher to carry out a pilot study in Isiolo, an area which has also had a number of issues similar to those in Laikipia, content validity is to be established through expert opinions provided by supervisors overseeing the research.

3.8 Data Collection Procedure

Permission will be sought from graduate school, Kenyatta University and NACOSTI. An introductory letter will also be issued. The researcher will explain to the respondent the meaning of the research and tell them that they are free to or not to participate in the research. Then the researcher will begin the process of collecting data.

3.8.1 Data Analysis and Presentation

The study will have two types of data; Quantitative data will be analyzed using descriptive statistics [frequencies and percentages], qualitative data will be analyzed according to themes and patterns and based on the research objectives.

⁶ 3.9 Ethical Consideration

To ensure that the study will comply with the ethical issues pertaining research undertaking, a permission to conduct the research will be sought from the respective authorities. A full disclosure of all the activities concerning the study will be explained to the authorities and this involved the study intention which will be only for learning purposes. A high level of confidentiality and privacy will be observed and the findings of the study will only be submitted to the University and Local government, school heads, police division of Laikipia East Sub County, and others availed in the libraries.

⁶ A letter of introduction will be obtained from the University to serve as evidence of the purpose of the study. In respect for the informants and in order to protect them from abuse resulting from the data they gave for the research, data will be presented in such a way that it does not link to individuals who gave it except by the researcher who might have needed to seek clarification during analysis of data. Respondent's participation will be on an informed consent with assured confidentiality and anonymity.

Another important responsibility is for the researcher to ensure that the study is of beneficial to the institution and that no more than minimal risk is involved in the research which may invasively affect the study participants.

To ensure the above, the researcher will use an informed consent sheet which will contain phrases indicating that the study participation is voluntary, the ⁴⁶ objectives of the study, the study procedures, the selection criteria, the anticipated benefits of their involvement, any risk, assurance of the confidentiality aspect, and privacy during interview.

After the participants have read and comprehended the informed consent, the participants will be requested to indicate their voluntary participation by signing the informed consent sheet.

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APPENDICES

APPENDIX I: WORK PLAN

Research Activity	January	February	March
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Proposal development	■	■				
Project presentation			■			
Data collection				■		
Data analysis					■	
Report writing						■
Project report submission						■

APPENDIX II: BUDGET PLAN

The proposed budget for the research proposal amounts to **Ksh. 71, 200**

Proposal writing and presentation		
Printing services	20,000.00	

Binding	15,000.00	
Defense	5,000.00	
Transport	50,000.00	90,000.00
Data Collection		
Data sheets expenses	3,000.00	
Mailing expenses	1,000.00	
Interview expenses	35,000.00	
Data collection expenses	15,000.00	62,100.00
Data analysis		
Transport expenses	12,000.00	
Printing expenses	9,000.00	
Analysis expenses	9,000.00	
Binding expenses	5,000.00	35,000.00
Report writing and presentation		
Defense expenses	7,000.00	
Printing expenses	8,000.00	
Review expenses	5,000.00	
Binding expenses	6,000.00	26,000.00
		<u>213,100.00</u>

APPENDIX III: INTRODUCTION ¹ LETTER

Dear sir/ Madam

Re: Research Questionnaire

I am a master's student and as a requirement, I am undertaking a research on the regional politics on youth employment into police service in Laikipia County. I kindly request you to participate in my study. Responses to the items in the questionnaire will be treated with utmost confidentiality, and will not be used for any other purposes except for this study. The questionnaire is made up of two sections A and B. Tick and comment where appropriate.

Thank you,

.....

APPENDIXES IV: INTERVIEW SCHEDULE FOR RESPONDENTS

- i. Do you think recruit slot distribution is fairly done?
- ii. Does the recruitment and selection criterion used discourage youth's employment into the police service? YES/NO. If no why?
- iii. Do you think there are any challenges faced during police recruitment process YES/NO.? If yes why?

APPENDIX V: QUESTIONNAIRE FOR RESPONDENTS

Section A: Demographic information

- 1. ²⁷ What is your Sex?
 Male Female
- 2. How old are you?
 18 – 25 years 26 – 35 years
 36 – 45 years 46 years & above
- 3. What is your working experience?
 Less than 4 years 4-7 year
 8 years and above
- 4. ³³ What is your level of education?
 Diploma Degree
 Post graduate Masters
a. Others specify.....
- 5. At what level are you serving as a police officer?

Section B: Specific Information

Implications of regional politics on youth employment into police service, Laikipia County, Kenya

Kindly rate the following statements with regard to the **Implications of regional politics on youth employment into police service, Laikipia County, Kenya**

1. Does the number of recruits target affect the level of youth participations in the police service recruitment jobs? YES/NO If yes elaborate, if No why?
.....
.....
2. Does the corruption plays a role in determining the recruits to be employed into the police service? YES/NO. If no why?
.....
.....
.....
3. Does the selection and recruitment criterion play a key role in the youth's employment into the police service? YES/NO. If no why?
.....
.....
.....
4. Does the existing strategy applied in recruiting and hiring of youth into police service biased in any way? YES/NO. If yes why?
.....
.....
.....

Section C: Information Based on Objectives

Kindly rate the following statements in regard to Youth Employment in the Police Service. A Case of Laikipia County (Kenya)

Key: SA- Strongly Agree, A- Agree, D- Disagree, SD- Strongly Disagree, ND- Not Decided

Number of youths employed into the police service

Statements	SA	A	UD	D	SD
The academic qualifications do not play a key role in the recruitment into the police service					
Most youths prefer the regular police to administration police					
The General Service Unit is mostly confused with the army and thus least considered for the police service jobs					
Police policy guidelines for recruitment do discourages youths from joining the police service.					
Most youths are recruited to the police service than the reserve units.					

Strategy for adoption during recruitment process.

Statements	SA	A	UD	D	SD
Most youths have patrons during police recruitment					
Youths themselves are self-motivated to bribe for employment in the police service					
Most youths low in academic performance douse their political leaders to secure employment.					
Current age limit and education qualifications for recruitment should be maintained.					
The public do encourage police corruption in youths employment by lobbying for their preferred youths					

Challenges faced in recruiting qualified Candidates

Statements	SA	A	UD	D	SD
Lack of adequate staff hampers recruitment process					
Lack of enough logistics contribute to poor recruitment process					
Short notice on recruitment date is deterrence to smooth recruitment process					
External forces/influence on recruiting staff, compromises fair process					
Age limit and education level a challenge					

Recruitment and selection criteria

Statements	SA	A	UD	D	SD
Police officers organization policy of recruitment discourages youth's participation in the recruitment.					
The physical competencies determines who to be employed					
Police mandates affects youths employment turn over					
Creativity with the police service recruits aids the officer determine who to employ					
Challenges on information sources, and reliance affects the general youths turn up for police recruitments					

IMPLICATIONS OF REGIONAL POLITICS ON YOUTH EMPLOYMENT IN THE POLICE SERVICE. A CASE OF LAIKIPIA COUNTY (KENYA)

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