

**AGRIBUSINESS INCENTIVES AND YOUTH EMPLOYMENT IN NORTHERN  
UGANDA: A CASE STUDY OF GULU DISTRICT**

**BY**

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## **CHAPTER ONE**

### **1.1 Introduction**

This study will examine the relationship between agribusiness incentives and youth employment in Northern Uganda taking the case of Gulu district. Agribusiness incentive in this study is conceived as the independent variable while youth employment is the dependent variable. Agribusiness incentives will be measured according to the following dimensions: Technology (adoption), agribusiness infrastructure and institutional support. Youth employment will be measured in terms of productivity, profitability and opportunity.

This chapter presents the background to the study, statement of the problem, general and specific objectives, research questions and hypotheses, scope, significance and justification of the study and operational definition of key terms and concepts.

### **1.2 Background to the study**

Historical trends indicate that from 2000 to 2007, Africa's working-age population grew by 96 million, while jobs grew by only 63 million of which less than 16 million jobs were for the youth during the same period (Africa Economic Outlook, 2012). Despite the strong average growth rate (about 6%) of African economies, the continent has failed to create the number of jobs needed to absorb the youth (African Development Bank (ADB)). Besides, Africa has the youngest population in the world. Each year 10-12 million of its young people seek to enter the continent's workforce with little success. This highlights the challenge of youth unemployment but it can be envisioned as opportunity for them to become drivers of new agriculture and agribusiness enterprises for rural transformation (International Institute of Tropical Agriculture, (IITA), 2015).

On the theoretical perspective, the Human Capital Theory asserts that the perceived employability of an individual can be determined by the employee's resource option, particularly the individual's efforts to invest in education and trainings. The Recession Push theories on the other hand assume that self-employment is largely opportunistic and argues that self-employed workers are not endowed with special abilities that differentiate them from paid-workers but instead merely respond to the environmental circumstances in which they find themselves at a particular time (Manser & Lin, 1998). The two theories will be adopted to explain agribusiness incentives and promotion of youth employment in this study.

Conceptually, unemployment is an economic indicator that refers to the number or proportion of people in an economy who are willing and able to work, but are unable to get a job. ([www.economicsonline.co.uk](http://www.economicsonline.co.uk)). The ILO definition of unemployment comprises three conditions: being without work, currently available for work, and actively seeking for work. This view has however, been criticized for its rigidity to accommodate people temporarily laid off or those discouraged of job prospects. This study will adopt the ILO definition but will in addition include those who wish to work but are discouraged to actively seek for work.

Agribusiness is the sector encompassing farming and farming-related commercial activities, the part of the economy devoted to the production, processing, and distribution of food and financial institutions that fund them. The United Nations (UN) defines youth as people aged 15 to 24 but this view is contested on grounds of its subjectivity to cultural, institutional, legal and political factors.

When better on-farm jobs are created and agribusiness promoted, then productivity could be boosted. A successful agribusiness sector could provide good returns to enterprises and earnings to youth in employment that could determine their living standards and that of their households

as the sector could engage the majority of youth (African Development Bank, 2016). However, institutional credit, improved technologies, skills, markets, logistics and services are the major drivers for agribusiness success (IITA, 2015). Thus, initiatives that make these drivers accessible would spur agribusiness success.

In the Ugandan context, agriculture is the primary source of employment engaging 73% of the country's labor force in 2005/6 primarily in rural areas but reduced to 64% in 2008/10 while the sector remains the source of livelihood for the majority of youth (World Bank, 2012). Uganda has a high proportion (20%) of young people (15 to 24 years) of the population (World Bank, 2012) however, a significant proportion of them have been unable to access the kinds of economic opportunities (80% unemployed) that lead to sustainable livelihoods (World Bank, 2012). There is therefore urgent need to generate economic opportunities that will address the employment demands of Uganda's rapidly growing youth population.

### **1.3 Statement of the Problem**

Recent evidence suggests that despite Uganda's impressive macroeconomic performance over the past 20 years, there has been relatively limited impact on the structure of the labour market. The rate of unemployment stands at 9.4% and it is particularly high among those with higher levels of education (Ministry of Finance Planning and Economic Development (MFPED), 2014). This high unemployment rate has increasingly been discerned as a serious development problem which poses a serious political, economic, and social challenge to Uganda and its leadership ([www.population.org](http://www.population.org)). While 76% of household earn income from agricultural production, it is the most important source of income for 42% of households while 26% of households rely exclusively on agriculture (MFPED, 2014). Persistent rural poverty, renewed interest in

agriculture and the sense of urgency of agriculture as a durable option for employment has become an obvious places to look for the solution to the crises of youth unemployment.

Despite the need to engage in gainful employment, the youth are confronted with numerous hurdles to earn livelihoods from agribusiness. The pressure on arable land is intense, posing difficulties in engaging in production in primary agricultural commodities. Additionally, institutional credit, improved technologies, skills, markets, logistics and services for agribusiness success seem to be inaccessible (IITA, 2015). As a result, opportunities for youth employment in Northern Ugandan could be curtailed. This could plunge the youth to wanton poverty and poverty-related illnesses that could lead to death. This study views incentivization (technology, infrastructure, institutional support and attitude change towards agribusiness as a probable stimulus to address youth unemployment problem in Northern Uganda which has motivated this study.

#### **1.4 General Objective**

The general objective of this study is to examine the relationship between agribusiness incentive and youth employment in Northern Uganda taking the case of Gulu district.

#### **1.5 Specific Objectives**

The Specific Objectives of this study are:

1. To examine the influence of technology on youth employment in Gulu district.
2. To investigate the effect of agricultural infrastructure on youth employment in Gulu district.
3. To evaluate the influence of institutional support on youth employment in Gulu district.

#### **1.6 Research Questions**

1. What is the influence of technology on youth employment in Gulu district?

2. How does agricultural infrastructure affect youth employment in Gulu district?
3. What is the influence of institutional support on youth employment in Gulu district?

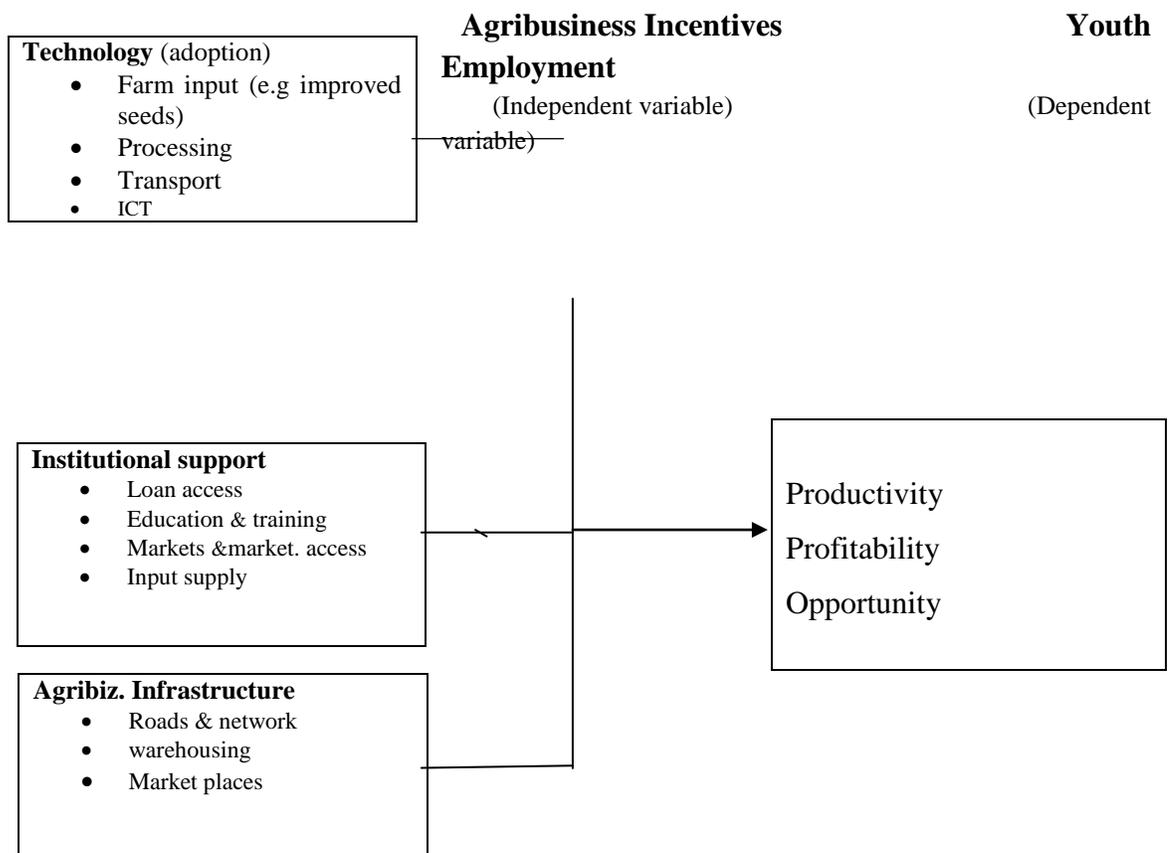
### 1.7 Research Hypotheses.

This study will be guided by the following research hypotheses.

1. Technology has a significant influence on promotion of youth employment.
2. Agricultural infrastructure has a significant influence on youth employment.
3. Institutional support has a significant influence on youth employment.

### 1.8 Conceptual Framework.

Conceptual framework depicting relation between agribusiness motivation and youth employment is depicted in Figure 1.



Source: Adopted and modified from Ahnyidoho et al. (2015) “Youth, people, agriculture and employment.”

**Figure 1: Depicts Relationship between Agribusiness Incentives and Youth Employment.**

In this study, agribusiness motivation, the independent variable (proxied by technology institutional support and agribusiness infrastructure), is postulated to promote youth employment proxied by enhanced returns (from enterprise development and wage from employment in agribusiness value chain) and enhanced employment capacity (more youth absorption capacity in the sector). The study variables and dimensions are explained as follows. The variable agribusiness motivation includes technology adoption, agribusiness infrastructure and institutional support which when favorable will boost productivity of primary agricultural product commodities, that will in turn provide raw materials for processed products to boost returns from sales of both primary commodities and/ or processed ones possibly causing improvement of wage rates for employers in the sector. Alternatively, agribusiness motivation could additionally lead to expansion of the scope of businesses to create more employment opportunities for the youth in the entire agribusiness value chain.

This conceptual framework dwells on the fact that employment opportunities for marginalized youth are intrinsically linked to the general employment situation and incentives. Kajura in the World Bank (2007) in his description of Uganda’s employment scenario was observed that, the labour force in Uganda was growing at a rate of 3.4 percent per annum resulting in 390,000 new job seekers and yet about 8,120 jobs are available each year. That whereas the National unemployment rate stood at 3.2%, that of the youth stood at a whopping 22.3%.

The National Development Plan (2007) has it that, the combined unemployment and underemployment accounted for 14% in 2006. That nearly 75% of the working age group was working in the rural areas. Moreover, 50% of the economically active youth are not engaged in

income generating employment (paid employment or self-employment). Most affected is the young female population (14-30) capturing our study age bracket of which 70% are engaged in unpaid family work. Further, there is structural segregation of women into low paying sectors; 50% of employed women are in the three lowest paying sectors (agriculture, household and mining and quarrying) compared to 33% of the men. In the private sector, women are paid lower wages than the men.

This unfortunate situation is compounded by the fact that, subsistence agriculture is not only the major sector of employment but between 2002 and 2005 accounted for an 11.2% increase in self-employed people. There is a failure to get employment in the non-agriculture work as explained by a negative growth rate (-9.4%) per annum. The alternative employment sectors especially the industrial sector is underdeveloped. It is largely informal characterized by production of low quality goods, gross deficiencies in technology, lack of indigenous capacity among others.

Coupled with the above is the low labour productivity in Uganda compared with its neighboring countries, an aggregation of the state of Uganda's employment situation points a gloomy picture.

### **1.9 Significance of the Study.**

This study is significant to policy makers, academia, agribusiness investors, financial institutions and researchers because the findings of this study could provide valuable information that could be used to inform management, policy and investment decisions on agribusiness and employment promotion. It is envisaged that the findings of this study will extend the frontiers of knowledge. Finally, this study will meet the researcher's partial requirements for the award of a Master's degree (Monitoring and Evaluation).

### **1.10 Justification of the Study.**

This study is justifiable as youth unemployment has reached unprecedented levels while government of Uganda has made incessant attempts to find youth unemployment solution without meaningful success. This study is envisaged to unveil the potential for agribusiness as a solution for youth unemployment in Northern Uganda which finding could also provide a springboard for further investigations to attempt to find a durable unemployment solution in Northern Uganda.

Further, Gulu district have their economic mainstay as agriculture and thus provides a gold mine for youth to be self employed in the different agricultural value chains that are more viable and profitable. Having been a labour pool for agriculture, supporting agribusiness for youth will enable them have income, increase employment and reduce the incidence of youth migration to competitive urban areas and continue crying unemployment instead of replacing the aging farmers.

## **Scope of the Study.**

### **1.10.1 Geographical Scope**

This study will be limited to the geographical boundaries of Gulu district. Respondent samples will be drawn based on statistical procedures that will be representative of the population attributes in Gulu district.

### **10.1.2 Content Scope.**

This study will be limited in content to agribusiness and youth employment. It will be limited to the research variables and the dimensions selected to describe them namely: Agribusiness as the independent variable (Technology adoption, agribusiness infrastructure, and institutional support). In the dependent variable, the study will investigate youth employment proxied by productivity, profitability and opportunity).

### **1.10.2 Time Scope.**

This study will be limited to the period from 2007 to December 2015. This period has been chosen because it was the period from which semblance of security returned in the sub-region following the protracted 20 year armed rebellion by the Lord's Resistance Army (LRA). It was also the period that the government of Uganda (GoU) and development partners supported returnees to re-settle in original homes from displacement and the launched of the Peace, Recovery and Development Plan for Northern Uganda (PRDP) and the initiation and rolling out of the Youth Livelihood Programme and Operation Wealth Creation, GoU programmes that supports youth enterprise development and entrepreneurship.

### **1.12 Definition of Key Terms and Concepts.**

**Unemployment:** Is an economic indicator that refers to the number or proportion of people in an economy who are willing and able to work, but are unable to get a job; a person in this situation is said to be unemployed. People who are not willing or able to work, for whatever reason, are "economically inactive" and do not count towards unemployment figures. The unemployed are those individuals of working age who are capable of work, and are actively looking for work, but who are not employed ([www.economicsonline.co.uk](http://www.economicsonline.co.uk)).

**Agribusiness:** Is the sector encompassing farming and farming-related commercial activities ([www.investopedia.com/](http://www.investopedia.com/)). It is the part of the economy devoted to the production, processing, and distribution of food and financial institutions funding these activities (Dictionary.com).

**Youth:** The ILO definition of unemployment that comprises three conditions: being without work, currently available for work, and actively seeking for work has been criticized for its rigidity to accommodate peoples temporarily laid off or peoples discouraged of job prospects

(Izzi 2013:104). This study has used a more relaxed concept of unemployment that includes not only persons without work, currently available for work and actively seeking for jobs, but also those who wish to work but discouraged to actively seek for work.

## **CHAPTER TWO**

### **LITERATURE REVIEW**

#### **2.1 Introduction**

This chapter presents the review of literature related to the theories (Becker's Human Capital Theory and Victor Vroom's Expectancy Theory) that have been selected to guide this study. It also reviews literature on the study: variables agribusiness incentives (improved technology, and infrastructure) and promotion of youth employment according the objectives of the study.

#### **2.1 Theoretical Review**

##### **2.2.1 Becker's Human Capital Theory**

Initially propounded by Becker, Human Capital Theory asserts that the perceived employability of an individual can be determined by the conditions of the labour market that offer different opportunities to the individual and employee's resource options, particularly the individuals efforts to invest in education and training (Becker (1993:7).

Becker (1993:7) argues that individual's human capital development, training and education are the most important investments that one can make because the returns to training investment can be realized in terms of higher income, improved health and acquisition of better career positions. The human capital developed from work experiences and competency development, may contribute to higher earnings, better chance of promotions and acquiring better position.

In developing economies, though education for those formerly excluded has been recognized as a means of self-improvement, their opportunities to benefit economically from this inclusion is getting slim (Jeffrey 2008: 739, Jeffrey 2009: 182). This is because, education has often failed to realize the young people's employment expectations and desire for upward social mobility.

### **2.2.2 The Recession Push Theories**

The Recession Push theories assumes that self-employment is largely opportunistic and argues that self-employed workers are not endowed with special abilities that differentiate them from paid-workers but instead are merely responding to the environmental circumstances in which they find themselves in a particular place or at a particular time Manser& Lin, Z, 1998). It would easily follow from this view that self-employment is positively associated with unemployment as it is argued that people who would otherwise prefer to work in paid-employment are “pushed” into establishing their own business ventures because they cannot find suitable paid-employment opportunities. Empirical evidence supporting this hypothesis is abundantly available, at the individual as well as aggregate level (Schuetze (1998) while Acs, Audretsch and Evans (1994) conclude that the self-employment rate increases with the unemployment rate.

## **2.3 Literature Review on Study Variables**

### **2.3.1 Technology and Youth Employment**

In recent times, technology has become the driver of investment in many sectors however critical factors pose challenges to their adoption and application. The greatest barrier to for example adoption of ICTs by young farmers and agro-entrepreneurs in Africa is the associated costs. Studies indicate that cost of internet is the first constraint cited by farmers' organizations and organizations supporting young farmers and agro-entrepreneurs (65%) followed by lack of technical ICT skills (62%), weak internet connectivity (56%), lack of a personal computers (54%) and unreliable electricity supply (52%). For many other young farmers and agro-

entrepreneurs, the problem with ICT adoption is not lack of access but digital illiteracy. In general, there is also a low understanding of the relevance and benefit of ICTs applications for increased productivity and profitability by many stakeholders of the sector. These challenges constitute important hindrances to efficient recordkeeping, business management, access to markets and capitalizing upon emerging opportunities. (<http://www.ilo.org/>)

Widespread technology adoption and technological transformation, significant crop diversification, enhanced agricultural intensification, increased access to inputs, and increases in labour productivity all partially explain the changes in total factor productivity in agriculture. However, such changes are largely restricted to pockets with better access to irrigation, stable rainfall, and better soil productivity. Studies indicate that neither crop production technologies nor the resource management technologies were able to make an impact on the rainfed areas (Parasarathy, n.d). Further studies need to examine the limiting factors (technology, policy, market, institutional, structural factors) and identify future development strategies, which would help identify a Research and Development role and sustainable intensification for agriculture along with enhanced employment potential (Parasarathy,nd).

Agriculture value chain finance which promotes specialization and enhances productivity and investment and application of modern technology also supports transformation to commercialization of agriculture that underlies the sectors sustainability (ADB, 2013).

### **2.3.2 Institutions and Youth Employment**

The agricultural sector has a huge potential to create jobs but needs to polish its image to attract more young people. To do this, relevant education and training should be provided which should include skills training and entrepreneurship support. Job skills training could help young people compete better in the labour market, while entrepreneurship support could help create and grow

their own businesses. In addition, skills mis-match has also been found to disproportionately affect young people coupled with insufficient access to knowledge, information and education (<http://www.ilo.org/>) while skill intensive sectors are growing slowest in Uganda than in similar countries (MFPED, 2014). Information from literature about these skills deficit in agribusiness sector in Gulu district is still lacking hence posing a gap that needs to be addressed. Poor and inadequate education tends to limit productivity and the acquisition of skills. There is need for skills development, and to better incorporate agricultural and entrepreneurial skills into rural education. Studies on human capital have shown that individual's earnings is positively related to the level of skills possessed while unemployment for individuals is negatively correlated to skills (Becker 1962:10). Longer time education, increase in labor market and participation has been shown to provide youth greater upward social mobility and autonomy (Naafs, 2012:50). In under developed economies, although education for the marginalized has been recognized as a means of self-improvement, their opportunities to benefit economically from this inclusion (in education) is slim (Jeffrey 2008: 739, Jeffrey 2009: 182) because education has failed to realize the young people's formal employment expectations and desire for upward social mobility.

Enterprising youth often lack collateral to establish their own agribusinesses. Most financial service providers are however reluctant to provide their services – including credit, savings and insurance to rural youth due to their lack of collateral and financial literacy. Promoting financial products catered to youth, mentoring programmes and start-up funding opportunities can help remedy this issue (Sanginga). Warehouse Receipt System (WRS), a system of financial security is however operational in parts of Uganda including Gulu district. It is actualized by issue of electronic receipts that can be used as collateral for short-term bank credit. Warehouse Receipt System supervision by the Uganda Commodities Exchange (UCE) has however been limited and

utilization levels have been low. Prospects however exist as initiatives have been made by the Ministry of Trade, Industry, and Cooperatives (MTIC) to institute a National Warehouse Receipts Authority under MTIC (Laker-Ojok, 2015) that could improve the functionality of the institution.

Market access is important for the effectiveness of agribusiness value chain. Without access to markets, youth will not be able to engage in viable and sustainable agricultural ventures. Access to markets for the youth is becoming even more difficult due to the growing international influence of supermarkets and the rigorous standards of their supply chains. (Sanginga, n.d). This is compounded by insufficient access to knowledge and information which can hinder the development of entrepreneurial ventures (<http://www.ilo.org/>). To improve market access, a robust market information and intelligence system must exist, be accessible and affordable to key players in order to boost and smoothen agribusiness value chain activities.

### **2.3.2 Agribusiness Infrastructure and Youth Employment**

Uganda's agricultural sector heavily depends on physical structures like roads, bridges, communication networks, storage, and market places that are essential to support the production of goods and services and the distribution of finished products to markets (Laker-Ojok, 2014). Infrastructure is critical to economic performance, growth, and development, however, Oxfam (2013) has observed that during weather-related emergencies, the damage to transport, storage, bridges, fuel supplies, and other vital agriculture-related infrastructure can be a bigger constraint on food availability and a bigger driver of food price increases than the direct impacts on food production. Infrastructure in a developing economies like Uganda is poor, the negative impacts of projected climate change could bear devastating effects on agribusiness (Laker-Ojok, 2014).

Studies indicate that as much as 58% of the production handicap faced by Ugandan firms can be attributed to infrastructure constraints.

The density of paved roads in Uganda is higher than in any of the neighboring countries. However, a combination of limited capacity, poor coordination, management, and other "institutional" problems result in roads that are not built to high standards which make them deteriorate quickly (teVelde, 2008a). Physical infrastructure for produce storage and market sales, primarily in the form of warehousing, is concentrated in a few urban and peri-urban locations in Uganda. Much of it has been constructed in the last ten years. There are only a few silo type storage facilities owned by major processors/exporters. Most storage is done at the household level using existing residential structures or traditional woven granaries. There are only seven Commercial Warehouse Receipt Services (WRS) Warehouses licensed by the Uganda Commodity Exchange (UCE) to offer cleaning, drying, and storage services for uniformly graded produce (mostly maize and beans) (Laker-Ojok, 2014). In recent years, the World Food Program has invested in construction of rural grain stores under farmer management, but ownership, management, and utilization levels of the warehouses remain problematic due to the weak state of the farmer organizations.

Open air markets, with minimal infrastructure, are the places where most farmers sell their agricultural produce and buy essential commodities and household goods. In most rural areas, these markets happen once or twice a week along major transportation routes. Traders travel the market routes with small lorries, carrying consumer goods and acting as middlemen to buy produce for larger traders and agro-processors. Recent moves to construct permanent improved markets have had mixed results. The additional costs and added taxation create incentives for the continued operation of unregulated informal markets. Agro-processors depend on private agents

who bulk produce in the rural trading centers. These agents store bagged produce in simple structures, often without adequate moisture proofing or pest control. They do not offer shelling, drying, or cleaning services. Produce is sun-dried on the ground or tarpaulins and is shelled and sorted by hand. Successful infrastructure improvements will increase potential economic growth and go a long way in benefiting the poor. Significant actions in all these areas are under way in Uganda, heralding a positive impact from infrastructure upgrades on the economy and on the well-being of Uganda's citizens (IMF, 2015).

## **CHAPTER THREE**

### **METHODOLOGY**

#### **3.1 Introduction**

This chapter lays down the methodology that will guide the study. It presents the research design, area and population of study, sample size and selection, data collection methods and instruments, procedure for data collection, data analysis, measurement variables and ethical considerations.

#### **3.2 Research Design**

The study will adopt a case study research design. A case study research design is a research strategy that focuses on exploration of complex phenomena and related context (Yin, 1984). It enables in-depth investigation into the subject under study. In particular, the agribusiness incentives and promotion of youth employment. A case study is an in-depth study of a particular situation rather than a sweeping statistical survey, a detailed analysis of a person or group from a social or psychological point of view. It is a method used to narrow down a very broad field of research into one easily researchable one (Amin, 2005).

### 3.4 Study Population

A population is a complete collection of all the elements that are of interest in a particular investigation (Amin, 2005). The accessible population for this study included people involved in primary agricultural production in two villages (84), processing (17), produce trading (34 ) Executive committee of Gulu Farmers Association (11) National Agricultural Advisory Service staff of Gulu (4) and the District Production and Marketing Directorate (6) and financiers (12).

### 3.5 Sample Size Selection and Sampling Techniques

The sample size for this study was determined using Krejice and Morgan Table (1970) as indicated in Table 1.

**Table 1: Sample Size**

#### Sample Size and Selection

Category of respondent	Population	Sample size	Sampling strategy
Farmer households	84	78	Simple random Sampling
Produce traders	34	15	Simple random Sampling
Processors	17	10	Simple random Sampling
Wholesalers	24	13	Simple random Sampling
Financial institutions	13	7	Stratified sampling
Farmer Association	11	6	Purposive sampling
Directorate of production & marketing	4	3	Purposive sampling
Dist. NAADS Coordinator	6	5	Purposive sampling
<b>Total</b>	<b>193</b>	<b>137</b>	

Source: Survey data

Selection of respondents will involve both probability and non-probability sampling techniques.

Simple random sampling is a sampling technique in which every element in the population has a

known and equal chance of being selected as a subject to minimize bias (Sekaran, 2003). Simple random sampling techniques were used to select farmers. The list of farmers will be obtained from NAADS coordinator / DAO. It will form the sampling frame from which respondents will be selected. Each farmer will be assigned a serial number and each of these numbers will be written on small pieces of paper. The pieces of paper will be folded, raffled and placed in a tin. Each piece of paper with numbers corresponding to a farmer will be picked one at a time until the sample size of 84 farmers is obtained. Non-probability sampling will involve purposive sampling techniques. According to Wiersma&Jurs (2005) purposive sampling involves selection of respondents believed to have relevant information on the subject under study. This technique will be applicable to traders and processors of produce and government and other institutions to provide information needed for the study.

### **3.6 Data Collection Methods**

The researcher will rely on primary and secondary data collection methods to collect data (Sekran, 2003). The methods that will be employed will include documentary review, interview, and questionnaire survey methods. These methods will complement each other as each methodical weakness will be supplemented by the other like documentary review with interview.

#### **3.6.1 Documentary Review Method**

Documentary review methods refer to the analysis of documents that contain information about the phenomenon under study (Bailey 1994). Payne and Payne (2004) describe the documentary review method as the techniques used to categorize, investigate, interpret and identify the limitations of other methods like findings in previous studies. Data collection will involve review of documents to gather secondary data that will be used in the study. Documents that will be reviewed will include the National Census of Agriculture and Livestock and journals.

### **3.6.2 Questionnaire Survey Method**

Questionnaire survey is the collection of data using a data collection instrument – questionnaires. The survey will be based on the fact that data can be collected from a smaller representative set of the population (sample) to infer it on the entire population. Questionnaire surveys have been chosen as one of the methods of data collection because it is less expensive to use as they focus on a sample rather than the entire elements of subjects (population) and could attract higher response rate (Amin, 2005).

### **3.6.3 Interview Method**

Data collection will involve interview method. Interview method refers to the method of data collection through verbal interaction, face to face and by telephone (Mugenda & Mugenda, 1999; Sekaran, 2000; Amin 2005). Non-directive and in-depth interviews will be done to cover broad thematic areas of the study. Face to face interviews will be conducted with key informants in the study like District Director of Production and Marketing and processors.

## **3.7 Data Collection Instruments**

Data collection instruments for the study will include documentary review guide, interview check list (schedule) and questionnaires. The instruments will enabled translation of the research objectives into specific questions the responses to which will provide data required to achieve the research objectives. The instruments will be used to triangulate information that will provide descriptions of characteristics of individuals, institutions or other phenomena under study.

### **3.7.1 Documentary review checklist**

The documentary review checklist will be one of the methods the researcher used to collect secondary data. It will constitute the list of items of information that will be obtained from documents, records and other materials. In order to secure measurable data, the items that will be

included in the schedule will be limited to those that could be uniformly secured from a large number of case histories or other records.

### **3.7.2 Interview guide**

Primary data will be collected using the interview guide to guide the researcher in conducting interviews. The guide will be used for non-directive and in-depth interviews that will enabled the researcher to probe (Eyles, 1989) to obtain required information. The guide will consist of questions that will be categorized under the objectives of study. It will also serve as a suggestive reference and prompter. It will help in focusing attention on salient issues relating to the study that will be used to collect data from the respondents like a committee member of farmers association and District NAADS coordinator.

### **3.7.3 Questionnaires**

A Questionnaire is a set of systematically structured questions used to obtain information. Its main functioned is measurement (Oppenheim, 2006). It is the main data collection instrument in surveys and yields quantitative data. Due to provision for open - endedness, a questionnaire can generate qualitative and exploratory data (Dornyei, 2001). They also standardize questions so that the same questions are asked in the same way to different respondents (Mugenda & Mugenda, 2003). Two sets of questionnaires were developed by the researcher to collect data from patients/ attendants and GRRH employees.

## **3.9 Procedure of Data Collection**

Documentary evidence was sought from journals, published materials, newspaper articles and through internet sources. Then the researcher obtained a letter of introduction from UTAMU introducing her to the District Director of Production and Marketing. The researcher will meet the Director and explain the purpose of the study and requested to be permitted to carry out data

collection for the research with his support. A preliminary visit will be made to the study area where local council members will be met to explain the intended study. Questionnaires, interview guides and documentary review checklist will be developed based on research questions and objectives of the study. The questionnaire will be pretested on fifteen farmers and accordingly reviewed before data collection commences.

### **3.10 Data Analysis**

#### **3.10.1 Qualitative data analysis**

To analyze qualitative data, the researcher will organize statements and responses to generate useful conclusions and interpretations on research objectives (Sekranan, 2003). Qualitative data analyses for the study objectives will involve analysis of themes of interview data. Interview response will be reviewed, sorted and classified into related themes. Once the themes are established, data will be evaluated and analyzed to determine consistency, credibility and usefulness of the information to support the qualitative data requirements for the study.

### **3.10.2 Quantitative Data Analysis**

Quantitative data analysis will involve correlations (Pearson Product Moment Correlations) and linear regressions to determine relationships between items (Mugenda & Mugenda, 1999). Correlation analysis measured the relationships between organizational factors and health care performance. Pearson Product Moment coefficient, rho, was used to indicate the direction and strength of the relationships while probability (p) values were used to test the significance of each of the exploratory variables at alpha levels one, five and ten percent (Amin, 2005).

Regression analyses will be used to determine the extent to which exploratory variables (agribusiness incentives) affect the dependent variable (promotion of youth employment) (Gujarati, 1999) in the study. The student t – test was used to test the significance of probability (p) values at one, five and ten percent levels of significance. The coefficient of determination,  $R^2$  will be used to determine the magnitude of the changes in the dependent variable that will be explain by the changes in the independent variables (Gujarati, 1999).

### **3.11 Measurement of variables**

To measure the variables the researcher will develop a five point Likert scale (strongly agree=5, agree= 4, not decided = 3, disagree = 2 and strongly disagree =1) to capture respondent's perceptions. The five point Likert scale will be appropriate because it will enable the middle most position for expression on neutral views to statements made while at the same time it will provide a wider range of data set for quantification of qualitative information like strongly agree, equivalent to five.

### **3.12 Ethical Considerations**

The researcher will observe ethical values during the study. For instance, she will introduce and identify herself and honestly present to respondents the aims and objectives of the study. She will

also ensure that respondents voluntarily agree to participate in the study. The researcher will ensure that items in the questionnaire and interview guide are constructed carefully so as to evoke the right responses and not to dig into private lives of respondents outside the scope of the study. The data obtained from individuals will be kept confidential. No formal form of respondent identification will be disclosed other than references to respondents in form of unique identification numbers. To ensure integrity, inappropriate relationships and related influences will be avoided.

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