

**RURAL-URBAN MIGRATION FOR EMPLOYMENT IN KISUMU
CENTRAL SUB-COUNTY, KENYA**

**BY
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Requirements for the Award of a Degree of Master of Arts in Geography of
Jaramogi Oginga Odinga University of Science and Technology**

DECLARATION

Declaration

This thesis is my original work and has not been presented for an award of a degree or diploma in any other university or institution.

Signature

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Recommendation

This thesis has been submitted for examination with our approval as the university supervisors.

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DEDICATION

This thesis is dedicated to my beloved husband Mr. Joseph Ngome; and my children for their encouragement and patience throughout my study.

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ABSTRACT

Unemployment is a global phenomenon that has become a cause of concern at international, regional and national levels as the numbers of migrants surpass the capacity of the urban centers to provide adequate job opportunities. A significant contributor to urban growth and the urbanization process is rural-urban migration. However, the unstable and low-paying jobs in the urban centers compel most migrants to live in informal settlements. The latter is associated with poor living conditions and moral breakdown thus forcing migrants to adopt coping strategies to survive. It is in lieu of this that this study sought to establish the relationship between rural-urban migration and employment in Kisumu Central Sub-County. The specific objectives were to: determine the relationship between socio-demographic characteristics of rural-urban migrants and employment; assess the perception of rural-urban migrants on employment, and to evaluate the coping strategies adopted by rural-urban migrants in Kisumu Central Sub-County. This study was anchored on Harris Todaro's theory (1969) of migration and the theory of rural urban migration by Papaelias (2013). The study adopted a mixed research methods design. The study used Yamane's formula to calculate a sample size of 399 from the target population of 174,145 in Kisumu Central Sub County. Simple random sampling was then used to distribute the sample to each ward. Primary data was obtained through questionnaires and key informant interviews while secondary data was acquired through published books, journals, newsletters, internet, theses and dissertations. A total of 321 questionnaires were sufficiently and correctly administered out of a target of 399; making 80.45% response rate. The study established that the relationship between socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub-County was negative; with a coefficient of determination (R^2) of 0.029 and a beta coefficient of 0.074. The study also established that to a large extent; the perceptions of rural-urban migrants on employment in Kisumu Central Sub-County included; higher chances of getting employment in Kisumu City than the locals; migrants with Godfathers and powerful connections have higher chances of getting employment; high expectations of job opportunities; a positive perception on rural-urban migration for employment in Kisumu town; migrants with high level of education have higher chances of getting employed than those with low level of education. Moreover, the study established that the coping strategies adopted by rural-urban migrants in Kisumu Central Sub-County included; engaging in building and construction work, engaging in washing clothes and other odd jobs, sharing rooms and skipping meals. The study recommends that the National and County governments engage in strategic programmes designed to equip the unemployed educated youths with the pre-requisite skills essential to employers in the formal markets. The study also recommends local NGOs to empower migrants on the entrepreneurship culture to help them become economically involved and further create jobs. Finally, the study recommends that government interventions be channelled towards developing infrastructure in the rural areas to help reduce rural-urban migration which increases unemployment in the urban areas.

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LIST OF ACRONYMS

AFIDEP	African Institute for Development Policy
CBO	Community Based Organization
GDP	Gross Domestic Product
GoK	Government of Kenya
IDMC	Internal Displacement Monitoring Centre
IDPs	Internally Displaced Persons
ILO	International Labour Organization
IOM	International Organisation for Migration
KCIDP	Kisumu County Integrated Development Plan
KNBS	Kenya National Bureau of Statistics
MTP	Medium Term Plan
NACOSTI	National Commission for Science, Technology and Innovation
NBS	National Bureau of Statistics
NGO	Non-Governmental Organization
SID	Society for International Development
SPSS	Statistical Package for Social Sciences
TP	Target Population
TVET	Technical, Vocational Education and Training
UERC	University Ethical Review Committee
UN	United Nation
UN DESA	United Nations Department of Economic and Social Affairs
UN HABITAT	United Nation Human Settlements Programme
UNDP	United Nations Development Programme
UNECA	United Nations Economic Commission for Africa
UNFPA	United Nations Population Fund
UN-HABITAT	United Nations Human Settlements Programme
USA	United States of America
WB	World Bank

DEFINITION OF TERMS

- Coping Strategies:** The skills used by migrants to overcome hardship situations in the urban areas of Kisumu Central Sub- County.
- Employment:** The availability of sustainable job opportunities for young people within Kisumu Central Sub- County.
- Migrant:** Any young person living in Kisumu Central Sub-County having moved from the rural areas in order to find work or better living conditions.
- Perception:** The way in which migrants living in Kisumu Central Sub-County regard, understand or interpret issues around rural-urban migration in relation to employment.
- Rural-urban migration:** Movement between any rural area to Kisumu Central Sub-County's urban areas in search of better life, employment or other opportunities.
- Socio-Demographic characteristics:** Description of migrants living in Kisumu Central Sub- County in terms of age, gender, marital status, education level and income level.
- Youth:** Any young person aged between 18 to 35 years living in Kisumu Central Sub- County.

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

Migration is a type of structural or longitudinal movement characterized by a long-term or semi-permanent change in habitual residence between environmental units (Morten & Oliveira, 2019). The shift of natural habitation, however, must occur between distinctly distinct geographical groups (Nakamura, et al., 2019). It is critical to note that relocation must last between six months and a year before it can be deemed a migration process (Kern & Muller-Boker, 2015). However, rural-urban migration can be defined as the act of moving from rural to urban areas (Macharia, Mumo & Okiro, 2019; Arslan, et al., 2018; Pulido and Swiecki, 2018).

According to Alhaji and Lawal (2017), the impacts of migration for employment have lead to different perspectives on rural-urban migration. Certainly, some sovereigns see population fluctuations as a threat to stability and respectable lifestyles (Anselem, 2019). In fact, rural-urban migration and the resulting urbanization are frequently portrayed as unwelcome in some communities (Yan & Shi, 2017). Despite the fact that migration has been a part of human history since the beginning, Ingelaere et al., 2017, Asaju and Anyio (2014) argue that town favoritism in African growth policy has resulted in sluggish growth of urban areas, hampered access to basic services, and thus promoted poverty concentration in rural areas.

Individuals moving from the countryside to metropolitan regions face substantial risks of ethnic, gender, and financial manipulation, according to Habtamu et al. (2017) and Minaye and Zeleke (2017). Such migrants are frequently subjected to physical and mental assault, which we refer to as trauma (Wickramage, et al., 2017). According to Anselem (2019), environmental shocks, socioeconomic uncertainty, instability, and war may all impact rural-urban migration. Nonetheless, socioeconomic insecurity is cited as the primary motivation for rural-urban migration (Hoornweg & Kevin, 2017). According to Anselem (2019), the harsh socioeconomic circumstances in rural areas, along with shrinking land sizes and climate changes, make life difficult for breadwinners, driving them to seek jobs in cities. Nonetheless, low levels of development, high production costs, and bad economies have increased unemployment rates in most parts of the world, including Kenya (Habtamu, et al., 2017). High

unemployment rates exacerbate poverty, inequities, and instability (Morten & Oliveira, 2019).

High unemployment rates serve as a strong indicator of the probability of societal discontent, particularly among educated youth (Lohnert, 2017). The fundamental source of violence is the mix of societal grievances and a growth in the urban young population (Anselem, 2019). As young people struggle to obtain work, they put off taking on the obligations of adulthood, marriage, and social status (Wickramage et al., 2017). As a result, urban adolescent employment appraisals are a social problem (Nweke, 2019).

According to Heckert (2015), Haitians who travel for educational possibilities from rural or metropolitan locations end up with greater job options. Valentine et al. (2017) investigated rural cultures in Southern Mexico and discovered that increased familiarity with rural-urban movement was associated with high migration to urban regions to complete education. According to Worldometer (2020), Africa's urban population is 43.8 percent of the overall population of 1.34 trillion people. Similarly, East Africa's urban population is 132, 520, 364 people, accounting for over 80% of the total population (Worldometer, 2020). According to UN-HABITAT (2020), more than half of Tanzania, Uganda, and Rwanda's populations live in cities. These data are indicators of the effects of greater rural-urban migration, which leads to increased population in urban areas and thus high unemployment rates.

Kenya's metropolitan population increased from 5.4 million in 1999 to 14.8 million in 2019 (NBS, 2020). This includes a 39 percent urban population and a 7.5 percent annual urban growth rate (Republic of Kenya, 2019). Kenya's economy grew at a 4.5 percent annual rate between 2006 and 2013, resulting in increased employment (Nebe and Mang'eni, 2016). However, the constant growth in available jobs was insufficient for the 500,000 to 800,000 Kenyans who entered the labor market each year (World Bank, 2016). According to the National Bureau of Statistics (NBS), Kenya's unemployment rate was 7.2 percent (NBS, 2020). The unemployment rate in 2021 is expected to be 11.3 percent on average (NBS, 2021).

Migration from rural to urban regions is a typical occurrence in Kenya, posing issues in both rural and urban areas (Nebe & Mang'eni, 2016). In most rural areas, rural-urban migration has resulted in a rapid deterioration of the rural economy, resulting in persistent poverty and food shortages (Lagakos, et al., 2019). This was primarily caused by an exodus of youth from the rural population, leaving only the elderly to drive the rural employment dynamic.

Individuals are relocated from prosperous areas and away from areas of deterioration, according to Lagakos et al. (2019). Migrants are typically motivated by the benefits they hope to obtain from moving, rather than the difficulties they may face as a result of the journey (Morten & Oliveira, 2019). Several issues may have a greater impact on non-migrants who remain in rural areas. Historically, this grouping of participants in the rural-urban mobility process has not been the focus of policy arguments that have prompted the process (Nakamura, et al., 2019). It is critical that the study's findings be both recognized and amplified in order to expose and, as a result, harness the issues of non-migrants.

According to the Kenya National Bureau of Statistics (2017), increased rural-urban migration in Kenya has resulted in increased urbanization, which has resulted in the elevation of Mombasa and Kisumu to city status. According to Thieme (2010), Kisumu is a main destination for a big stream of migrants in Western Kenya. The city serves as an economic hub and a hub for numerous institutions and universities, attracting a large number of people looking for work and education. Kisumu city should be investigated as a migration destination since it is a significant place for the interaction between rural-urban migration and employment.

1.2 Statement of the Problem

Joblessness is a global phenomena that has recently become a source of worry at the international, regional, and national levels as rural-urban mobility has expanded. Although the rural-urban shift has been seen as a means of living by teenagers and young adults, emerging countries' unusual levels of urbanization have resulted in high unemployment rates due to the high population. As people travel in search of social and economic possibilities, rural-urban relocation is an important contributor to town development. Cities' ability to plan for and provide for the expanding number of migrants has been lacking. Furthermore, governments' failure to offer enough work opportunities and track rural migration trends for urban development purposes has worsened unemployment.

Because of unemployment, improving livelihoods for rural-urban migrants has been difficult, stifling progress. As a result, some migrants indulge in social ills such as crime, drug misuse, and unethical behavior. Furthermore, the insecurity and low-wage jobs force some migrants to choose low-cost housing in informal settlements. This is accompanied by developmental issues such as disease spread, insufficient water supply, insecurity, pollution, congestion, bad infrastructure, and poor service delivery. Most research on rural-urban migration for jobs have been undermined by empirical data on the socio-demographic characteristics, attitudes, and coping methods of the migrating population. This study was required to determine the association between rural-urban migration and employment in Kisumu Central Sub-County.

1.3 General Objective of the Study

The main objective of the study was to determine the connection between rural-urban migration and employment in Kisumu Central Sub-County.

1.3.1 Specific Objectives

The specific objectives were to:

- i. Establish the relationship between socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub-County.
- ii. Assess the opinion rating of rural-urban migrants on employment in Kisumu Central Sub-County.

- iii. Evaluate coping strategies adopted by rural-urban migrants in Kisumu Sub-County.

1.4 Research Questions

This study was guided by the following research questions:

- i. What is the relationship between socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub-County?
- ii. How do rural-urban migrants perceive employment in Kisumu Central Sub-County?
- iii. What coping strategies are adopted by rural-urban migrants in Kisumu Central Sub-County?

1.5 Significance of the Study

The findings of this study are extremely important to a wide range of stakeholders. First, the study findings may provide the Government of Kenya (GoK) with valuable insight into the specific factors at work in the association between rural-urban migration and unemployment, which can serve as the foundation for policy formulation to mitigate the negative effects of rural-urban migration.

Before making migration-related decisions, this study will enable rural-urban migrants understand the present difficulties and opportunities in Kisumu Central Sub County and other urban centers for people of various ages, gender, education levels, and socioeconomic status.

The findings of this study may also serve as an eye-opener to cheap economic zones around the county and the entire country where cheap labor can be exploited to lower manufacturing costs and create a competitive advantage for private developers and businesses.

The study's findings could serve as a benchmark for economic planning and youth employment plans in Kenya, in line with government objectives to generate young employment.

The findings may benefit informal settlement dwellers by emphasizing their hardship in the slums and informal settlements, thereby improving such regions by improving housing, sanitation, and the supply of basic infrastructure, among other things.

The study findings may also serve as a reference point for scholars by exposing new trends in rural-urban migration and adoption as the foundation for more in-depth research on specific causes at work in Kisumu Central Sub County, Kisumu County, and Kenya in general.

1.6 Justification of the Study

The study concentrated on Kisumu Central Sub-County because it is home to Kenya's largest metropolitan center in the western section of the country. Furthermore, Kisumu Central Sub-County is regarded as the most cosmopolitan city in Western Kenya, serving a broad territory with varied cultures.

Because of the proven influx and growth of population within large towns in Kenya, as stated by the Kenya National Bureau of Statistics (2019) report, the study focused on rural-urban migration. The study focused on employment because of Kenya's high rates of unemployment; for example, it was 5.7 percent in 2021 compared to 3.75 percent in 2018 (Macrotrends, 2022), indicating that the situation has deteriorated with time.

1.7 Scope and Limitations of the Study

This study was carried out in Kisumu Central Sub-County within six wards, namely Market-Milimani, Migosi, Railways, Nyalenda 'B,' Kondele, and Shaurimoyo-Kaloleni. In terms of methodology, this study used a mixed research approach that included questionnaires, Key Informant Interviews, and document analysis. This study covered rural-urban migration using specific variables of socio-demographic characteristics of rural-urban emigrants, perception of rural-urban migrants on employment in Kisumu Central Sub-County, and coping strategies adopted by rural-urban migrants in Kisumu Central Sub-County in terms of how they impact on rural-urban migration for employment, challenges faced by migrants, and viable mitigation strategies.

The study was limited since several respondents refused to take part in the interviews. However, the researcher dealt with this issue by explaining the purpose of the study and ensuring their anonymity. Another constraint was the respondents' busy schedules when looking for work, particularly at workplaces. The researcher addressed this issue by scheduling interviews at times and locations convenient for the respondents.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter addresses the socio-demographic characteristics of rural-urban migrants, the perception of rural-urban migrants on employment, the managing strategies adopted by rural-urban migrants, a summary of literature review and the conceptual framework.

2.2 Relationship between Socio-Demographic Characteristics and Rural-Urban Migration for Employment

Moenga and Okumu (2021) studied the impact of urban-rural migration on incomes and employment in Kenya. The study attempted to analyze the potential and significance of income and occupational difference via various socioeconomic factors and demographic profiles upon return to rural areas from Nairobi city, primarily following the presentation of Kenya's devolution program in 2013. The study used exploratory research with data from 69 interviews with return migrants who had settled in rural areas two years after leaving Nairobi. The empirical methodologies of the probity regression model were employed in the investigation. The study discovered that the significant likelihood of income change differed across several socioeconomic characteristics and demographic outlines. As a result, the study found that low education level, female gender, old age, large rural land size, and poor migrant job-related competence level were all predictors of occupational adjustment and related probabilities. The study, however, concentrated on urban-rural migration rather than rural-urban migration, leaving a gap that the current study tries to fill by focusing on rural-urban migration. Furthermore, the previous study focused on Nairobi as the urban setting, whereas the current study focused on Kisumu as the urban context.

Oyyat and Gthnji (2020) investigated the impact of rural buildings on the movement behavior and purpose of Kenyan rural household heads and people. The Harris-Todaro paradigm was used in the study to explain land inequality, the size and kind of destination, and the difficulty of migration. Probit regression was employed in the study to show that Kenyan household heads born in areas with higher land inequality, smaller per capita land, and poorer per capita rural income were more likely to migrate. The study also found that higher land inequality squeezed income earners, and migration from villages to smaller towns and villages in different districts could be a

viable alternative to migrating to Greater Nairobi. As a result, the study concluded that land disparity influenced male migration more than female migration and had no effect on female rural-to-rural migration. Furthermore, the study concluded that education level, age, marital status, gender, religion, and distance to Nairobi all influenced migration behavior. However, the study used probity regression, which differs from the current study's methodologies.

Onyango et al. (2021) evaluated the significance of food remittances to Nairobi households. The paper presented a description of Nairobi's rapid expansion, which has resulted in increasing socioeconomic inequality, unsafe livelihoods for the majority, and rising food insecurity. To classify the association between Nairobi household characteristics and the likelihood of receiving food remittances from rural areas, the study used multivariate logistic regression. According to the report, more than half of the examined households in the city received food remittances in the previous year. The analysis revealed that the usual migration and poverty-driven explanatory paradigm of the drivers of rural-urban food remittances was flawed. Furthermore, the study recommended that more attention be devoted to other sources of inspiration for maintaining rural-urban connectedness in Africa. The study, however, focused on the perception of food remittances as a driver of rural-urban migration, which is a conceptual departure from the current study.

Aikaeli et al. (2021) investigated rural-urban migration, urbanization, and unemployment in Tanzania. The study relied on census data from 1988, 2002, and 2012. The study used the least squares technique in three rounds to investigate the factors linked with rapid urbanization and unemployment, including urban in-migration from rural areas. The study discovered that urbanization and urban traditional sector unemployment were the causes of migration. The study also discovered that they were both influenced by the rural-urban per capita income disparity and the strong proclivity for in-migration. As a result, the study stated that improved rural development was required to raise rural incomes and offer enough services in order to prevent urban in-migration. The study, however, used the least squares technique, which is a methodological difference from the current study.

Yohanna et al., Mohd and Shafie (2020) investigated the direct consequences of migrants' socio-demographic status in Plateau State, Nigeria. The study made use of socio-demographic information variables and the resulting features of demography variables. Stratified and purposive sampling approaches were used in the study. A total of 400 people were drawn from six (6) different Local Government Areas. However, 385 surveys were successfully recovered. The study employed a path model analysis to assess the direct effects of migrants' socio-demographic characteristics. At both the 95 percent and 99 percent confidence levels, the data revealed a high correlation between the ten factors and the reasons for migrants' movement. The study concluded that migrant socio-demography had a direct impact on employment migration. However, the study did not use qualitative data, indicating a methodological gap. Furthermore, the study was conducted in Nigeria rather than Kenya, creating a contextual gap.

Khandaker and Kazi (2019) investigated the socioeconomic effects of marginal segment regional rural-urban migration in Rajshahi city corporation slum areas in Bangladesh. The study focused on the results of the first phase, 2003-04 survey, and compared them to the most recent data. A semi-structured questionnaire was used to collect primary survey data from 300 randomly selected respondents in slum regions. The data was analyzed using an econometric model to determine the relationship between the dependent and exploratory socioeconomic impact variables. The study discovered a beneficial socioeconomic impact of rural-urban migration among Northern Bangladesh slum dwellers. However, the study was conducted in Bangladesh rather than Kenya, leaving a gap in the study's location.

Alarima (2018) investigated the factors that encourage youth rural-urban mobility in Osun State, Nigeria. The study used a multistage sampling procedure to pick 240 respondents (youth) from the state's three local government regions. The study used well-structured questionnaires to acquire primary data. In the data analysis, both descriptive and inferential analyses were used. The study's findings revealed that the average age of the respondents was 22.60 years. According to the study, the majority of respondents (68.8 percent) were male, unmarried, had a family size of 5-8, and had a secondary education. The findings revealed that low rural energy supply, poor road conditions, and a lack of pipe-borne water were the primary factors moving adolescents away from communities and into cities. Better employment prospects, greater earnings

in metropolitan regions, and improved living standards were also identified as pull factors that drew rural youngsters to urban areas. The study found that respondents' age, gender, and educational level were all strongly associated to their desire to move from rural to urban locations. As a result, the study proposes that the government provide basic social facilities in rural areas like those available in urban areas in order to attract adolescents to stay. However, the study was conducted in Nigeria; a West African country; not Kenya, thus, a gap in terms of study location.

Tanle et al. (2017) investigated and described the impact of rural-urban migration on the livelihood of rural migrant households in three villages in Agona West Municipality, Ghana. The snowball technique was used to identify and interview 121 respondents about the reasons for migration and the impact of remittances on household livelihoods. To explain the data acquired, the study used frequencies, percentages, graphs, and tables. The study distinguished between migrant and non-migrant households. Another finding was that males were frequently forced to relocate due to poor living conditions and low educational attainment. Furthermore, the study found that better-off migrant households, defined by higher educational attainment, frequently migrate in order to accumulate more wealth. As a result, the study advised that government policies on poverty and employment, particularly in rural areas, be re-examined in order to provide better work prospects in rural areas for young adults and therefore reduce the drift to urban areas. However, the study used the snowballing strategy to identify and interview participants, which is a methodological difference from the current study.

Negari and Mishra (2019) conducted research in Ethiopia on the influence of rural-urban migration on rural economic growth. The analysis relied on secondary data from the World Bank spanning the years 1991 to 2016. The study also employed descriptive and inferential statistics to investigate the impact and test hypotheses. The study found two major events or indicators that occurred as a result of rural-urban migration: growth and rural labor productivity. Urbanization and rural labor productivity are allocated in the model by the growth of urban population and rural unemployment that migrates to urban areas, respectively. However, the study relied solely on secondary data, resulting in a bias in methodologies; a gap that the current study attempted to fill by focusing on both primary and secondary data.

2.2.1 Age as a Factor of Rural-Urban Migration for Employment

Kenya is experiencing a "youth bulge," with its youth population of about 10 million accounting for more than 20% of the total population (Anselem, 2019). Given the desire of teenagers to work in cities, this places the country in a catch-22 situation, which is supported by this study. In other circumstances, this scenario has shown to be quite beneficial to national economies, especially when these young people are able to obtain well-paying employment or attain personal economic independence (Alarima, 2018). Africa's population profile is formed like a conventional pyramid due to a 'youth bulge' at the bottom (Anselem, 2019).

According to Hoornweg and Kevin (2017), nearly half of Africa's population is under the age of 25, with approximately 75% being under the age of 35. By 2050, Africa is predicted to account for 29 percent of all adults aged 15 to 24. Hoornweg and Kevin (2017) However, the world's current population is 7.965 billion people (Worldometer, 2022). This raises the question of whether the continent is ready to assume responsibility for directing the lives and destinies of the great majority of the world's youth. This means that economic opportunities produced by rapid growth must outpace population increase, which is currently estimated at 2.9 percent in Kenya (Anselem, 2019).

Underemployment among Kenyan youth is a generally overlooked yet significant issue that is neither accounted for in official data from the Kenya National Bureau of Statistics (KNBS) nor regularly and comprehensively addressed by scholarly literature (UNECA, 2017). Underemployment is defined as "overstaffing or a situation in which one's profession does not allow full use of one's talents, capabilities, or productive capacity" or "working part-time, under hazardous working conditions, or on a full-time job for which the candidate is overqualified" (Ndayambaje, et al., 2016).

Underemployment is a serious problem that renders impacted youth dependant regardless of their actual economic actions (Alarima, 2018). This is especially true for rural youth, as a 2009 population census estimate indicates widespread underemployment - hidden unemployment - resulting in a high proportion of labor in subsistence agriculture (World Bank, 2016). As a result, it is necessary to investigate the relationship between employment and rural-urban mobility.

Kenya's job market is in shambles. Kenya's expected employment rate for 2018 is 18.47 percent (ILO, 2018). Between 1998 and 2005, aggregate unemployment fell from 15% to 12.5%, but the share of young people unemployed climbed from 60% to 72%. (UNECA, 2017). Furthermore, approximately 40% of youths, or 5.2 million young adults, are unemployed. This is more than double the adult average of 21%. Kenya's Vision 2030 aims to make the country a middle-income country by 2030. As a result, equitable development that includes rural areas would help to reduce rural-urban migration by improving job opportunities and resource utilisation at the local level.

Following severe economic turbulence in the 1980s and 1990s, Kenya's economy began to consistently improve, with annual GDP growth rates averaging 2.5 percent between 2003 and 2014. 2016 (World Bank). The country's GDP growth rate has varied between 5.6 and 6.5 percent each year over the last two years. In global perspective, these are big figures, but they are not unique to the East African region, which is currently one of the world's economic growth powerhouses (Odero, et al., 2017). While the region's growth is significant, it is coming from a lower foundation than in much of the developed world as a result, the issue of unemployment has become more important, as the economy cannot rely on further growth. Thieme (2010) and Grant (2012) discovered that 76% of Nairobi's working-age youth were formally unemployed. Kisumu may be in a similar or worse situation.

2.2.2 Gender and Rural-Urban Migration for Employment

Simply put, more young people, especially women, enter the working-age population than leave, and they are put to productive use. Following this first phase, a second phase of the 'demographic dividend' can occur "through increasing human capital investments per child and increased savings and investments that individuals and governments acquire as a result of rising incomes and lower child-care expenditures" (UNFPA and AFIDEP, 2015). However, this is not an automatic process because it is heavily dependent on the economic utilization of a country's young population. Female labor-force participation has been below 30% for the past decade, with female youth participation rates in 2013 at 29.5 percent compared to male participation rates of 36 percent (Escudero and López Mourelo, 2013; Owino, et al., 2016). While there is insufficient empirical evidence to explain why young girls are more likely than young males to be unemployed, particularly in the formal sector (Owino et al., 2016), various

educational, political, social, and cultural factors are at work (ILO, 2013). It is commonly acknowledged that female labor-force participation is critical to Kenya's economic progress (Anselem, 2019). It increases direct contributions to household welfare, decision-making, and broadens the tax base (ILO, 2018).

2.2.3 Relationship between Level of Education and Rural-Urban Migration for Employment

Education is often considered a key element for better employment opportunities and Kenya has made progress in recent years with enrolment numbers for primary education now officially at 100 percent (Ngure, 2015). In contrast, however, with only 3.3 per cent of women and 4.7 per cent of men enrolled in tertiary education, Kenya is falling behind many other African nations and the education obtained often lacks the required skillsets the job market needs (World Bank, 2016).

Relevant technical skills could be taught in Technical Vocational Education and Training (TVET) programmes and colleges, but these have seen a comparably slow rise in enrolment numbers due to the concentration on basic education by governmental and international actors (UNDP, 2013). Technical vocational education and training and labour-market adapted university education still leave major room for improvement to appropriately equip Kenya's youth (Ngure, 2015). Little or misdirected preparedness for the labour market is one of the major complaints from employers. Faced with few opportunities, much competition and personal weaknesses, most of Kenya's young generation relies on the informal sector for employment and self-employment (Ngure, 2015).

2.2.4 Relationship between Socio-Economic Background and Rural-Urban Migration for Employment

Babi, et al., (2017) argue that permanent migrants from rural areas are often from the richest groups, moving for employment and/or education purposes. For this group, decisions to move are reasonably unaffected by conditions in home areas, including the impacts of environmental change (Nguyen, et al., 2017). On the other hand, the poorest rural groups often move between rural areas on a seasonal basis to take advantage of the demand for waged agricultural labour (Babi, et al., 2017). This occurs in areas dominated by commercial farming or family farming focusing on high-value products

such as fresh fruits and vegetables. In the latter case, migrants' remittances are often used to pay wage labourers and so compensate for shortages of family labour, thus creating a migration loop where out-migration, often to urban centres, stimulates in-migration from other rural areas (Kandpal, et al., 2018).

Nevertheless, urbanization is mostly inspired by the changing income opportunities in both urban and rural areas (UNECA, 2017). Industrialization has increased opportunities in urban areas relative to rural areas leading to improved growth. The economic-demographic phenomenon called 'demographic dividend' has, for example, happened in several East Asian countries such as Malaysia, South Korea and Thailand; between 1970 and 2000, and contributed a quarter to a third of the economic growth in this period (UNFPA and AFIDEP, 2015). Historically, the rate of urbanization has hastened with capitalist development (UNECA, 2017). This explains an increase in economic output when the ratio of working-age adults suggestively increases relative to dependents, for example, children and unemployed persons, and when more women join the workforce due to reduced child-rearing responsibilities (UNECA, 2017).

Tumwesigye et al., (2019) sought to analyse stimulations for rural-urban migration from the viewpoint of rural households in Uganda. The study surveyed 1015 rural households located in south-western Uganda. The study found that a total of 48 percent of these households reported having at least one out-migrant. The study used logistic regression modelling to assess the likelihood of rural out-migration using household and community-level socio-economic characteristics as predictors. The results revealed that most out-migrants were from moderately wealthy households with a higher-than-average education level. The study showed that the households were located in villages that were well connected with urban centres. Poor households in remote locations sent significantly fewer migrants because of their limited access to migration information and poor transport networks. The study recommended the following: Firstly, efforts should be adopted to cover basic social services, including quality education in rural areas. Secondly, in order to reduce socially disruptive long-distance migration and the eventual overcrowding and spread of major cities, government investments should be focused on upgrading secondary towns, which can offer rural out-migrants satisfying employment and business opportunities. However, the study adopted logistic regression modelling in its methods; a difference from the current study.

2.3 Perception of Rural-Urban Migrants on Employment

The main assumption underpinning hostility towards rural migrants is the view that it increases urban poverty (Eze, 2016). This neglects the point that rural-urban migrants are not a similar group. From the rural view, the mixture of migrants, as well as their destinations and the duration of their movements, is obvious (Babi et al., 2017). Effectively, not all rural-urban migrants are poor (Eze, 2016). However, migrants often account for an uneven proportion of the urban poor and face particular disadvantages. In many developing countries, rural poverty manifested in low agricultural incomes. Therefore, low production and underemployment pushed many migrants out of rural areas towards areas with greater perceived employment opportunities (Babi, et al., 2017).

The job match model of Bryan and Morten (2019) assumes that the rate at which people expect to find a new job rests on the total number of vacant jobs in the labour market and is inversely related to the searching cost. In the context of job stratification, if migrants are more likely to accept any type of job; while local populaces do not; then migrants have greater overall job matching rates (Bryan and Morten, 2019). Moreover, the notion of luxury joblessness implies that a job seeker can take longer in the job search in order to find one that is suitable to his or her qualifications and prospects as long as s/he has a support structure in place (Bryan and Morten, 2019).

Migrants lacking familial support, national unemployment funds or other means of social safety might not be able to afford a period of long job search. This infers that they tend not to accept the first offer that comes regardless of working conditions or the match with their skills or level of education (Wickramage, et al., 2017). In spite of the noticeable difference in female and male employment rates, it is widely recognised that female participation in the labour market is fundamental to Kenya's economic growth (Anselem, 2019).

Grant (2012) argues that urban areas are characterized by high competition for jobs depending on the levels of education. Migrants from a wealthy background tend to work in formal employment as they can afford the financial requirements while the poor migrants end up being involved in more insecure and low paying informal sector activities. Inadequate proper educational accomplishment among the migrants is largely

attributed to a lack of financial resources needed to cover school-related expenses (Adaawen, et al., 2013). Several parents are unable to cater for their children's education because of poverty. In such cases, these children end up being unable to complete school or join a training institution. Lack of the essential skills lessens their probability of being employed. Grant (2012) further affirms that the major limitation to better employment opportunities among youth in urban areas is the low level of formal educational achievement.

Due to the background of most migrants, they normally meet limited job opportunities in urban centres and are therefore engaged in a kind of employment referred to as the "murky sector" (Grant, 2012). This is a sector that is open to all and provides all kinds of job opportunities with very few regulations and consideration of academic attainment. The murky sector is categorised by self-employment, flexible working hours and part-time work. Migrants, being very desperate to get employment, fall victim to the informal sector where they can easily be engaged. Facchini and Mayda (2012) argue that local residents have a fear of migrants with high levels of education. The study found that the higher the education level of the respondent, the lower the probability that she/he is in favour of high-skilled migrants as they will take up the available job opportunities.

Fan (2011) has it that most rural migrants are faced with professional limitations and discrimination in urban areas. Therefore, they work in jobs that many urban inhabitants view as inferior and undesirable. Roberts (2014) has the same views and says that the migrants regularly gets low payment than urban workers and appear to be more willing than locals to do the so-called "3D jobs", these are jobs viewed by the natives as hazardous, dirty and demeaning jobs. Migrants are involved in unsteady low paid jobs in the informal sector. The situation is worsened due to inadequate skills, low level of education and scarce social network to gain access to better employment. Asante (2014) stated that rural-urban migrants in Ghana were unable to gain employment in the formal sector and so the informal sector became a haven for them. They get engaged as scrap dealers, food vendors, hawkers, petty traders and construction workers. Awumbila, Owusu and Teye (2014) asserts that many migrants contemplate that they do not know "powerful" people who could link them to employers in both government and formal private firms to secure job.

According to Lagakos et al., (2019), migrants have a tendency of being attracted to the areas of success and pushed from areas of decline. Their major worry is what they will achieve by moving and usually pay less attention to the challenges that they will experience as a result of the migration (Morten and Oliveira, 2019). Some of these problems mostly affects the non-migrants left behind in the rural area as they believe that they will gain financially from those who have moved. Yet, this group of stakeholders in the rural-urban migration process is often not the focus of most policy debates prompting the process (Nakamura, et al., 2019). The view of availability of job opportunities and better life in urban centres has influenced rural-urban migration which has resulted in increased unemployment.

Kenya's employment situation, especially among the youth is wanting with the Kenya National Bureau of Statistics (KNBS, 2022) recording an unemployment rate of 6.6 percent in 2020 and 6.2 percent in 2021 under the backdrop of the COVID-19 pandemic. For instance, in the period 1998-2005, aggregate unemployment fell from 15% to 12.5%, but the share of the youth in unemployment rose from 60% to 72% (UNECA, 2017). The rate of joblessness is almost 40% for Kenyan youths, or an estimated 5.2 million standing at almost double the adult average of 21 percent. In 2018, the estimated employment rate in Kenya was 18.47 percent (ILO, 2018). This makes Kenya's dream of realising Kenya's vision 2030 of becoming a middle-income country by 2030 an obscure one.

A study by Dieto et al., (2020) established the magnitude in which rural-urban migration of the elderly persons' offspring influenced social elimination of the elderly in Alego-Usonga. The study recognised that the migration of elderly persons' offspring influenced the livelihood of the elderly persons left behind by their migrant offspring. The study showed that the main insight caused was that migration was mostly driven by the search for employment opportunities in urban centres. This owed to the limited employment opportunities in Alego-Usonga which is largely rural and by extension, has inadequate opportunities to absorb the unemployed youth. This was combined with rural hardship and the negative perception of the younger migrant population towards countryside life. However, the study focused on social omission of the elderly alongside rural-urban migration, thus, a conceptual gap from the current study.

A study done in Pakistan by Mukhtar et al., (2018) evaluated the value of employment of migrant workers and its influence on rural households' wellbeing. The study used primary data from the four major districts of Lahore, Gujranwala, Faisalabad and Sialkot in Punjab. The data comprised of 504 immigrant and non-immigrant families in rural areas and 252 migrant workers in urban destinations. Empirical analysis was done using IV probit and two-step sequential estimation methods. The study delivered new perceptions into migration in Pakistan. First, migrant workers had better living standards due to the new urban settings in terms of improved incomes and living conditions, but their social security status was still poor. Second, the outcomes of the employment quality models revealed that migration was a positive approach for rural households to expand the quality of their employment. Third, the results of the propensity score matching technique suggested that migration had a positive impact on rural families' income and these impacts were more evident in large cities. Therefore, the study suggested that the government should invest in quality education in rural areas and provide social security schemes for migrant workers in urban areas. However, the study was done in Pakistan, an Asian country, therefore, the findings cannot be generalized to an African country like Kenya, thus, a gap.

Xu et al., (2020) empirical study assessed the opinions of Rural-to-Urban Migrants in China. The study targeted 12,807 rural-to-urban migrants across eight Chinese cities. The study revealed that their interaction with residents who were not related to them was certainly linked to the development of a sense of belonging in the host cities, whereas the effect of the contact with only nonresidents was reverse. Also, the study observed that a migrant's sense of belonging is mostly promoted by his/her direct relations with a place, but it could also be indirectly mediated via social contacts. Furthermore, the study showed that the condition of place will affect a migrant's affinity for it. In conclusion, the study established that rural-urban migrants perceive access to the accessibility of public services in urban areas to be a motivating factor generating positive feelings for migration. However, the study was done in China which is a developed economy; a contextual gap that the current study seeks to fill by focusing on Kenya.

A study by Wegene (2019) examined the function of social networks in the migration choices of young rural-urban migrants. Specifically, enlightening on the relationship

between social networks, migrants' perceptions of their home, and destination, vis-à-vis migration decision was the concern of the study. The study was qualitative and thus employed interviews and focus group discussions for data collection. Having adopted a purposive sampling design, respondents were selected by using snowball and quota sampling techniques. Analysis of the data was done using a thematic design. The findings indicated that the young migrants' perception entailed mixed as well as inaccurate classification of their destination; exaggeration of possibilities and reduction of impossibilities characterized the fault in the flow of information from one end of the network to the other. Also, the contradiction between perceptions and certainties has urged migrants to rethink their choice of migration as a possible response to their socio-economic circumstances. The study thus concluded that the migration decision was influenced by the migrants' perception of their targets. However, the study focused on migrants' perceptions of their home and destination only; thereby neglecting other features of perception; a gap that the current study addressed.

A study by Lin, et al., (2011) examined discriminatory experiences and perceived social inequity in relation to mental health status among rural-to-urban migrants in China. Cross-sectional data were collected from 1,006 rural-to-urban migrants in 2004–2005 in Beijing, China. Participants reported their perceptions and experiences of being discriminated against in daily life in urban destinations and perceived social inequity. Mental health was measured using the symptom checklist-90 (SCL-90). Multivariate analyses using a general linear model were performed to test the effect of discriminatory experience and perceived social inequity on mental health. Experience of discrimination was positively associated with male gender, being married at least once, poorer health status, shorter duration of migration, and middle range of personal income. Likewise, perceived social inequity was associated with poorer health status, higher education attainment, and lower personal income. Multivariate analyses indicated that both experiences of discrimination and perceived social inequity were strongly associated with mental health problems of rural-to-urban migrants. Experience of discrimination in daily life and perceived social inequity had a significant influence on mental health among rural-to-urban migrants. The study recommended the need to reduce public or societal discrimination against rural-to-urban migrants. However, the study was done in China; a developed economy not comparable to Kenya.

2.4 Coping Strategies Adopted by Rural-Urban Migrants

Coping strategies are the adaptive strategies employed by rural-urban migrants in order to survive and overcome dangers and threats in urban regions (Nweke, 2019). According to Chambers (2012) and Olabode, Saidat, and Oluyemi (2015), various coping behaviors are used to accomplish one of three major goals: changing the stressful situation, controlling the meaning of the stressful situation before a stressful reaction occurs, or controlling the stressful reaction after it has emerged.

Employers may utilize observable attributes such as ethnicity, gender, age, and height as a proxy for productivity, resulting in the unemployment of some talented migrants (Nweke, 2019). The discrimination that results is frequently based on a logical response to knowledge deficiencies (Alarima, 2018). Coping with hardship and economic exploitation as a migrant worker is often focused on improving the immediate circumstances (Nweke, 2019; Amrevurayire & Ojeh, 2016) through stress management tactics and direct exchanges with the exploiter, as well as indirect extremely stressful encounters. Coping with many economic or physical exploitation experiences in the context of reintegration necessitates the use of various coping methods. Looking for perceived benefits may also be part of coping (Wickramage, De Silva, & Peiris, 2017). Nweke (2019) categorizes coping strategies into sense-making and benefit-finding. According to De Brauw, Mueller and Lee (2014), sense-making is where the victim looks for some kind of explanation for the hardship situations experienced in the urban areas to comprehend it. On the other hand, Wickramage, De Silva and Peiris (2017) explain that benefit-finding is pursued in an attempt to get something positive; such as personal growth and increased strength out of the hardship experienced to be able to accept it. In the context of our enquiry into the coping strategies used by migrant youths from rural to urban areas, it is expected to find a mix of both sense-making and benefit-finding strategies in coping with the challenges while looking for employment as opined by Nweke (2019).

Some coping strategies have been identified by various scholars as living in poor housing, sharing rents, skipping some meals, participation in odd jobs, commercial sex, crime, corruption, small businesses, hawking, urban farming among other strategies (Amendah, Buigut & Mohamed, 2014; Adegboyega, Okesina & Mustapha, 2016). Amendah, Buigut and Mohamed (2014) enumerate other coping strategies for

unemployed migrants to include: eating fewer meals per day; spending a whole day without eating due to lack of food and purchasing household goods on credit.

Migrants in Europe have been forced to go with what they can afford; small indecent badly kept houses which they accept are not the best houses ever with hopes of living somewhere decent remaining merely dreams (European Commission, 2014). Some migrants have opted for the old adage of ‘cutting your coat according to your size’ by taking their children and siblings to social amenities such as schools, hospitals among others that they can afford. Findings by Grant (2012); Chen, Zhao and Zhao (2017); Chambers (2012) and Adegboyega, Okesina and Mustapha (2016) show that most unemployed migrants end up living in urban slums where they face extreme difficulties like poor shelter, sanitation among other challenges. They posit that young people especially girls suffer most with dangers of rape, violence, unwanted pregnancies, childbirth complications and HIV/AIDS.

Each and every day in the developing world about 24,000 people die from starvation, skipping meals, weakening by widespread malnutrition and a host of preventable diseases. Most of these people are unemployed poor migrants for employment who live in slums (Grant, 2012; Chambers, 2012; Adegboyega, Okesina & Mustapha, 2016; Amendah, Buigut & Mohamed, 2014). This was an aspect of the suffer-manage strategy which involves survival within conventionally approved codes of conduct.

Other than skipping meals, some studies, such as by European Commission (2014) on coping strategies by unemployed migrants in Europe, found that most unemployed migrants also reduced their spending on food as well with consequent impacts on food consumption per meal. The study found that most unemployed migrants spent more on less costly foodstuff such as rice but even in this there was no eating a lot of rice, but at least eating to keep one alive. A carton of milk which costs almost 3 euros was way beyond their reach alongside pasta, rice, cereals and yoghurt that they could afford while working. This had the church regularly intervening by sending them yoghurts. For some migrants, it was so tough that the husband and wife had to go hungry for a day or two just to make sure the kids had food to eat (European Commission, 2014).

Most unemployed youth migrants rely on their parents for financial assistance and the belief is that there exists a relationship between unemployment and vice. The study also shows that unemployment in the African context entails the absence of necessities of life which are often taken for granted in the developed nations (Adegboyega, Okesina & Mustapha, 2016). Grant (2012) posits that if youth remain unemployed for long periods, the possible effects range from misaligned expectations, exploitation by legislators and social unrest that could dampen the investment climate and growth in the long run.

According to Grant (2012), unless these youth are assisted to access better economic opportunities, continuous learning, improved abilities and paved the way for their own economic, social and cultural advancement to keep them busy, they are bound to be abused by politicians and being drawn to the streets. Juggling in peri-urban areas like Kingston, Jamaica was another suffer-manage strategy involving businesses such as barbering, transport business and hawking (Grant, 2012). This in a way includes all youth who after looking positively at their unemployment status, opted to pick anything that came their way in form of a job to survive. According to Hall (2017), other youth migrants also find low-skilled wage employment with construction companies, such as mixing concrete and road construction or creating self-employment opportunities from high-demand services such as barbershops, salons or music stores. According to Adegboyega, et al., (2016), involvement in daily paid casual labour is an odd job that many unemployed youths are often found gathered together in different locations at the various community centres almost daily, awaiting anybody who may want to engage them in casual work for the day. Such works include construction site labour, fetching of water, general cleaning, cutting of grasses, and digging of wells. According to Adegboyega, Okesina and Mustapha (2016), over 20% of youths in this category are not natives of the community under study.

Studies such as by Adegboyega, Okesina and Mustapha (2016) found that casual work is a survival strategy exclusively employed by young women, who claim that they have been stretched beyond the limit of enduring hardship meted on them by poverty and unemployment conditions. They either constitute themselves into a group or rent an apartment for transacting their commercial sex business. They sexually offer themselves to men who patronize them in return for money while others conduct the

business without joining any group. Some would stand by the roadside leading to the main town or cities enticing men who are perceived as car owners to patronize or sexually engage them in the night. Their charges are negotiable depending on the services rendered to the men, ranging from companionship to a party or bedmates for a particular period (Adegboyega, Okesina & Mustapha, 2016; Amendah, Buigut & Mohamed, 2014).

Due to unemployment in some regions, youth involvement in crime has resulted in urban-wide economic dynamics, and changes in the national economy can increase economic disadvantage in locations where poor people reside. It has been observed that the increase in crime in regions with a high number of unemployed teenagers has caused many businesses to shift away from downtown Kingston, Jamaica to uptown areas, hence leaving the inner city (UNHABITAT, 2010 in Grant, 2012). According to a research conducted in peri-urban Kingston, Jamaica, some unemployed youngsters began utilizing weapons for crime at the age of 20, and when their profits were insufficient, they began working with a gang unloading cargo ships (Grant, 2012). Oduro (2006) argues that the heat-the-system strategy adopted by some migrants involves employing various illegal and immoral methods of earning additional income. According to Adegboyega, Okesina, and Mustapha (2016), the rising number of armed robberies committed by minors, undergraduates, or graduate students reported in Nigeria's daily newspapers is concerning. Some criminals admit to being drawn into armed robbery by job-related problems. The bulk of them claimed that, due to their unemployment, they had chosen Godfathers as sponsors, who usually provided them with weapons and charms in which they placed their trust. In addition, they are under the effect of harmful narcotics such as Indian hemp, Chinese pills, heroin, cocaine, and alcohol. Their frustration and the impact of such narcotics cause them to be cruel at the point of operation, and life has no meaning for them. According to Hall (2017), insecurity in Kenyan cities and other metropolitan areas is perpetrated by vulnerable unemployed migrants, resulting in high levels of crime versus minimal police surveillance.

According to Grant (2012), as bribery and corruption take a new trend of social contacts and links to people with influence to get employed even in the informal sector in Egypt, youth in Rio de Janeiro identified a hierarchy of job opportunities that reflect historical

and cultural divides in the city. These, as well as indirect prejudices, become obvious only when looking at who is offered and who is not. Nepotism and corruption are also noted by higher-income Kingston teenagers as barriers to employment, even when applicants are well qualified. According to Grant (2012) and Amendah, Buigut, and Mohamed (2014), economic determinants determine the urban labor market but are influenced by socio-cultural characteristics such as nepotism and political dimensions such as patterns of public investment, which in turn influence youth access.

According to Grant (2012), entrepreneurship is a suffer-manage coping mechanism of many livelihoods (so-called hustling) that have arisen in many low-income urban settings, including youth-led enterprise, casual job, and illegal and criminal enterprises. Many young people declare a preference for self-employment and entrepreneurship over wage labor, where they are likely to work under bad conditions and for extremely little pay. This sentiment holds true even for stigmatized jobs like garbage management. Some young people who have responded positively to the problem of unemployment by engaging in entrepreneurship see self-employment as a form of freedom in which they do not become someone else's donkey, benefitting someone else's firm. This, they believe, is preferable because they work for themselves and treat their employees as partners. (Thieme, 2010 in Grant, 2012; Chambers, 2012; Oduro, 2006; Amendah, Buigut & Mohamed, 2014).

Successful enterprise can legitimate the economic actions of adolescents, like in Nairobi, where waste management was connected with despondency and filth and was regarded a last-resort form of work. This has since been reclassified as a viable commercial activity and an important community service as a result of a successful youth-led corporate-community partnership that employs youngsters to provide services in areas where the government has failed (Thieme, 2010 in Grant, 2012). Thieme (2010) found in Grant (2012) that while some adolescents earned up to 11,000 Kenya shillings per month via rubbish collecting and plastics recycling, others sold a kilogram of plastics for 10 Shillings or shredded it for 18 Shillings.

According to Adegboyega, Okesina, and Mustapha (2016), this may also include part-time work/self-employment in both developing and developed countries where large populations live below nationally defined poverty levels. More than half of the

population in many African, Asian, and American countries earns earnings below the national poverty line, while more than a fifth of the population lives in poverty in more developed regions.

Many young people labor in the transitional zone, relying on casual work, forced self-employment, being underemployed, or doing many part-time jobs. Part-time employment among young people is increasing in many nations and can be viewed as an aspect of labor market actualization. According to Oduro (2006), the return-to-farm method was adopted as a coping technique by urban people who turned to urban agriculture to meet their subsistence food needs and make additional revenue. According to Grant (2012), entrepreneurship may choose the dimension of urban farming to address the vegetable and fruit needs of the urban population while also providing nourishment for themselves. This encompasses, in some ways, all young people who, faced with a favourable jobless situation, chose to be brave enough to engage in previously unanticipated entrepreneurial activity for survival.

After accepting their unemployment status, many migrants resort to religion as a coping method. According to Chambers (2012), in order to cope with the repercussions of unemployment, migrants turn to God and strengthen their religious/spiritual convictions. They pray, study the Bible, and have faith that God is watching over them. They reinterpret their frustrations and believe that their faith/religious activities have been the most effective approach for them to cope with their unemployment. Some migrants also say that the community organizations with which they have worked have been helpful, if not empowering (Chambers, 2012).

According to Adegboyega, Okesina, and Mustapha (2016), selling merchandise on the streets is a tactic used by both young male and female migrants with at least a certificate level who travel to neighboring cities or towns to purchase domestic goods to resell to residents. However, a study conducted in Ghana by OforiBoateng (2020) highlighted coping techniques used by migrants as follows: petty commerce, head porters, street hawking, and truck pushing.

2.5 Theoretical Framework

There are different theories on which internal migration, especially rural-urban migration, is modelled. This study was modelled on Harris Todaro's theory of migration and theory of rural-urban migration by Papaelias (2013).

2.5.1 Harris Todaro's (1969) Theory of Migration

According to Todaro's (1969) hypothesis, employees evaluate expected salaries in the urban region with rural agricultural wage rates and migrate if the former exceeds the latter. As a result, rather than pay discrepancies, the decision to relocate is based on predicted income differences between rural and urban locations. According to Todaro (1969), in emerging countries, rates of rural-urban migration continue to outpace rates of job creation and are also higher than rates at which both industry and urban social services efficiently absorb migrants, resulting in high urban unemployment. This idea is pertinent to this study since it finds continued mass migration from rural areas despite cities still having high unemployment rates.

The purpose of this study was to determine whether the migrants achieved their planned migration aim of earning a greater income in Kisumu Central Sub County. Furthermore, this theory is pertinent to the current study because it explains the factors that influence rural-urban migration, which is the independent variable. The theory also focuses on the subsequent effect in urban areas, which is unemployment; unemployment is the dependent variable. However, it should be noted that the theory does not evaluate the quality of life in urban versus rural locations, nor does it consider other intervening issues such as the economy and employment policies.

2.5.2 Theory of Rural-Urban Migration

Papaelias proposed the hypothesis of rural-urban migration (2013). According to the notion, internal migration is one of the key issues that a geographical region encounters during the transition process from traditional to contemporary industrial methods. As a result, the process of rural-urban migration cannot be studied in the absence of economic development and the emergence of primitive accumulation conceptions, which contradicts neoclassical beliefs. Second, contrary to classical and neoclassical concepts and considerations produced in the context of Marxist theory, the theory asserts that rural-urban migration occurs selectively.

The theory fundamentally implies that the population surplus does not migrate, but that the average peasant/middle worker is forced out, resulting in a number of economic and social ramifications for rural communities. According to the theory, migration is a non-harmonic mechanism in which the modern sector develops through the exploitation of the agricultural sector, thus ending the traditional way of life in rural communities. Nonetheless, the appearance of cities improves due to the volume of development, attracting an increasing number of rural residents. As a result, this hypothesis directly explains rural-urban migration, which is the study's main independent notion.

2.6 Conceptual Framework

The literature reviewed presents literature on the variables at interplay during rural-urban migration such as perception of rural-urban migrants on rural-urban migration, socio-demographic characteristics of rural-urban migrants and coping strategies adopted by rural-urban migrants. The relationship between rural-urban migration and employment is presented in Figure 1.1. In the figure, the independent variable of the study is rural-urban migration with key variables as age, gender, education level and socio-economic background of migrants while the dependent variable is employment. The diagram conceptualizes that although rural-urban migration aims at getting employment, the actualisation of this can be affected by intervening variables such as Kenyan economy, employment policy, and unemployment rate.

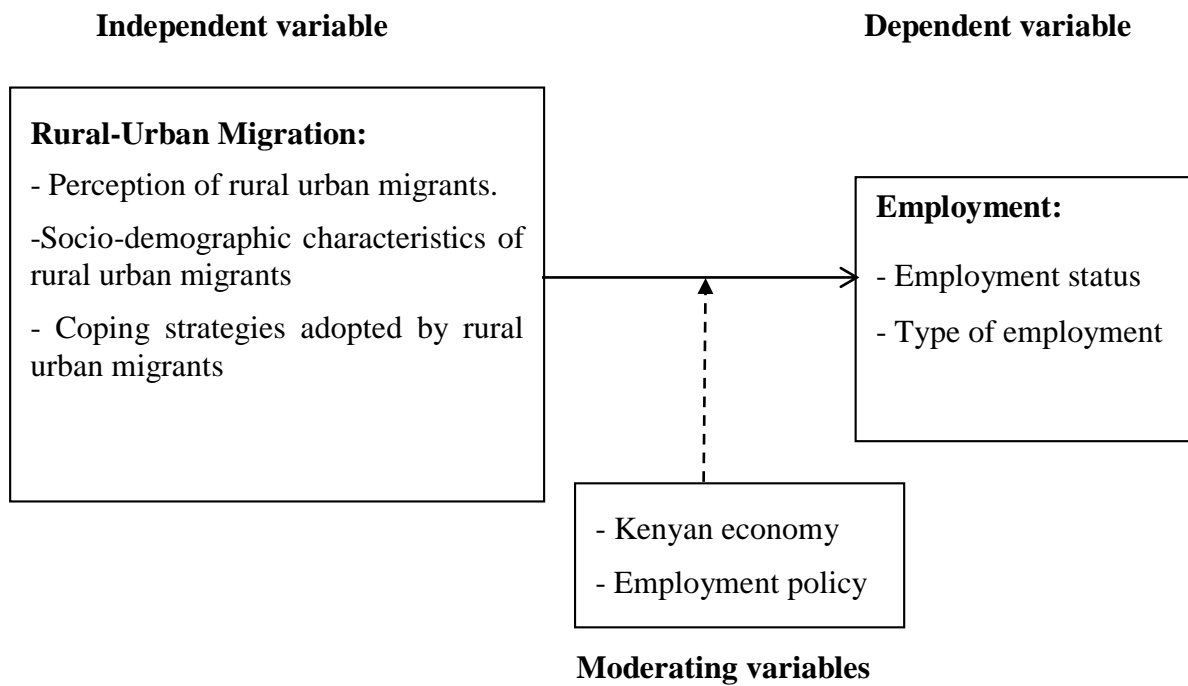


Figure 1.1: A *Conceptual Framework to show the relationship between Rural-Urban Migration and Employment*

Source: Researcher’s Conceptualization (2021)

Figure 1.1 illustrates how rural-urban migration relates to employment. The main independent variables in the study include perception of rural-urban migrants, socio-demographic characteristics and coping strategies. The dependent variable is employment and it has indicators that include employment status and type of employment. Rural-urban migration is perceived to affect employment in line with this conceptual framework. The intervening variables in this framework include the Kenyan economy and employment policy. Basically, this implies that the Kenyan economy and employment policy are thought to collectively interfere with the relationship between rural-urban migration and employment.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter describes the research methodology that was used to carry out the study. The study employed a mixed method design consisting of both qualitative and quantitative data. The study was conducted in Kisumu Central Sub County. The target population was 174,145 from where a sample of 399 migrants was drawn. Data collection instruments for the study included questionnaires and a key informant interview guide. Descriptive and inferential data analysis were used for quantitative data while thematic and narrative analysis was adopted for qualitative data.

3.2 Research Design

This study used a mixed research methodology, which agrees with McMillan and Schumacher (2010) that educational scholars need both quantitative and qualitative modes of inquiry to increase their understanding of social issues and mitigate social challenges. While quantitative research produce data that can be generalized across contexts, qualitative investigations provide in-depth knowledge of a topic (Creswell, 2013). Qualitative research provides the researcher with in-depth knowledge that is not always generalizable. The goal of using quantitative survey and qualitative interview data is to provide both breadth and depth of knowledge, therefore verifying the study's conclusions in accordance with Creswell and Plano Clark (2010).

3.3 Study Area

The research was carried out in Kisumu Central Sub-County, one of Kisumu County's seven sub-counties (Figure 3.1). The county is situated in western Kenya, between longitudes 33020'E and 35020'E, and latitudes 0020'S and 0050'S. The sub-county is located within Kisumu City, the county seat, and is close to Lake Victoria, the world's second-largest freshwater lake. Prior to the infestation of water hyacinth, which blocked the coastline and hampered ship operations, the lake served as the principal commercial and transit hub for the western half of Kenya and the East African region.

The city has a well-developed transportation and communication network, with the main road connecting Nairobi to Kampala, Uganda, via Busia, and numerous tarmac highways connecting the city to the rest of the country. Kisumu International Airport

has increased commercial and tourist tourism by providing air transport from other airports to Western Kenya. The main issue confronting Lake Victoria is water hyacinth, which has disrupted water navigation. Kisumu will soon have railway transit thanks to the refurbishment of the Railway Station. The Sub-main County's trading activity comprise small-scale trade within the main markets of Kibuye and Jubilee.

Moreover, hawking merchandise in the streets has absorbed very many unemployed people. Fishing in Lake Victoria is another economic activity which is practised on beaches like Dunga which has provided employment opportunities to very many fishmongers. Agriculture is also practised on both small and large-scale with sugarcane and rice-growing being dominant.

Kisumu County has seven Sub-Counties/Constituencies namely; Kisumu East, Kisumu West, Kisumu Central, Muhoroni, Nyando, Seme and Nyakach. The county has a total of thirty-five wards while Kisumu Central, which is the study area, has six wards which include; Railways, Migosi, Shauri-Moyo Kaloleni, Market Milimani, Kondele and Nyalenda B (Refer to map of the study area Figure 3.1). Railways Ward has an approximated population of 36,526 and comprises Kanyakwar, Bandari and Nyawita sub-locations. Migosi ward has a population of approximately 22,826 which comprises Migosi sub-location. Shauri Moyo Kaloleni Ward has an approximate population of 17,004 and comprises Kaloleni sub-location of Kisumu County. Market Milimani Ward has a population of approximately 15,004 and comprises Northern and Southern sub-locations of Kisumu County. Kondele Ward has a population of 50,355 and comprises Manyatta A Sub-location of Kisumu County. Nyalenda B Ward has a population of 32,430 and comprises Nyalenda B Sub-Locations of Kisumu County.

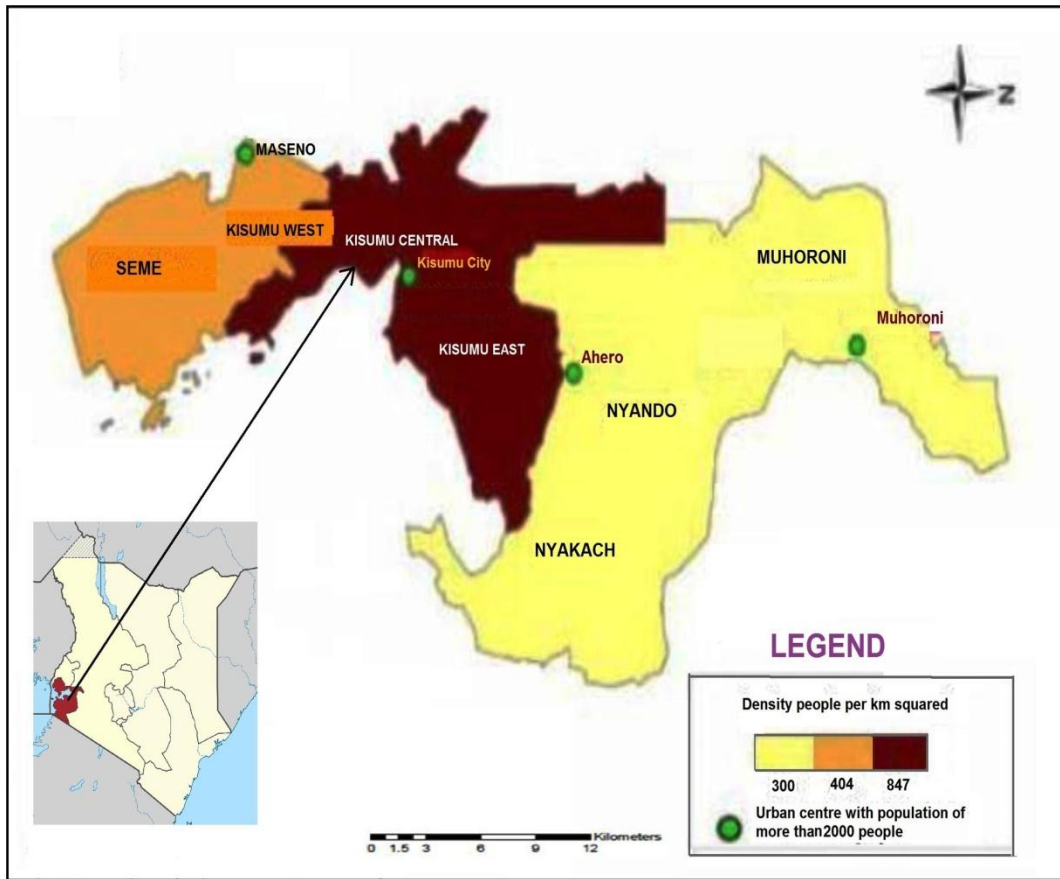


Figure 3.1: Location of Kisumu on the Map of Kenya

Source: Kenya Maps (2021)

3.4 Target Population

The respondents were drawn among the migrants in Kisumu Central Sub-County by the researcher. According to Kisumu Social Services Office (2019), there are just a few registered migrant support groups, and most migrants from neighboring counties are not members. Migrant support groups are made up of persons whose contact information has been collected by the Kisumu Social and Services Office. This study specifically targeted these individuals. As of October 2019, only roughly 13,000 migrants were members of the 45 migrant support groups. However, the study focused on migrants in general in order to be inclusive and representative. The civic wards in which various migrants live or work served as the study's unit of analysis.

3.5 Sampling Procedures and Sample Size

Sampling is the method used by researchers to collect and disperse study subjects (Andrade, 2020). It is the process of selecting a number of individuals or things from a population so that the selected group has elements indicative of the overall group's

characteristics (Orodho & Kombo, 2010). According to Creswell (2013), a sample is a subset of the population of interest that is chosen for a study. The study used multistage selection, in which persons were clustered geographically using their wards, and then a simple random sample procedure was used to select participants in each cluster (ward). From the target population of 174,145 in Kisumu Central Sub County, the study used the Yamane (1967) in Israel (1992) formula to calculate the sample size. This formula assumes a 95% confidence level and $P = 0.5$ where n is the sample size, N is the population size, and e is the level of precision (0.05) as shown below:

$$n = \frac{N}{1 + N(e)^2}$$

$$n = \frac{174,145}{1 + 174,145(0.05)^2}$$

$$n = 399.08$$

$$n = 399 \text{ respondents.}$$

The sample size for each cluster was distributed using simple random sampling as applauded by Creswell (2013).

Table 3.1: Sampling Matrix

Cluster	Target population	Sample for the clusters	Percentage Representation of Target Population (%)
Kondele Ward	50,355	115	2.291
Railways Ward	36,526	84	2.291
Nyalenda B Ward	32,430	74	2.291
Migosi Ward	22,826	52	2.291
Shauri-Moyo Kaloleni Ward	17,004	40	2.291
Market Milimani Ward	15,004	34	2.291
Total	174,145	399	

Source: Researcher (2021)

3.6 Data Collection

To meet the study's objectives, the researcher used both primary and secondary data sources. Questionnaires and key informant interviews were used to collect primary data, while secondary data was gathered from published books, journals, newsletters, the internet, theses and dissertations.

Data was gathered in both quantitative and qualitative formats. Quantitative data were figures and quantities used to analyze and evaluate the socio-demographic features of migrants such as age, gender, and educational level in rural-urban migration. The qualitative data concerned migrants' thoughts, perspectives, sentiments, and perceptions of rural-urban movement for work. The researcher collected data via questionnaires and Key Informant Interviews.

In Kisumu Central Sub County, questionnaires with closed and open-ended questions were utilized to collect data on rural-urban migration. The questionnaires were translated into Dholuo and Kiswahili with the assistance of language experts to accommodate respondents who could not speak or comprehend English. The translation was completed during the data assistants' training, therefore it was a collaborative effort. The researcher collected data using questionnaires since they cover a broad sample of respondents in the shortest amount of time, save money, and increase accuracy (Creswell, 2013).

To obtain primary data from key informants, this study also used a key informant interview guide that covered all three objectives. These were leaders of migrants registered with Kisumu Social Services who lived in the six wards. The guide for key informant interviews was translated into Dholuo and Kiswahili (as shown in appendix IV). The key informants were chosen on purpose because they had lived in the research area for a long time, were highly informed, and had extensive knowledge of rural-urban migration and its consequences on employment. After the researcher got university clearance, the participants were briefed on the study objectives and assured of confidentiality. According to Sutrisna (2009), the benefit of adopting a key informant interview guide is that it aids in the acquisition of sensitive and confidential information that would not be appropriate to disclose in an open group.

The researcher scheduled appointments with the individuals and then performed oral face-to-face interviews with them. The interviews were very useful in gathering detailed information, feelings, ideas, and explanations about rural-urban migration in Kisumu Central Sub-County. Thematically organized key informant interviews were conducted in accordance with the study goals.

3.6.1 Pilot Testing

The researcher conducted a pilot study in Kisumu Central Sub-County on a sample of 10% of the respondents. Those who took part in the pilot study, however, were not counted among the 399 people who were sampled for the main study. The purpose of the pilot survey was to see if the question design was rational, if the questions were clear and easy to understand, if the specified responses were exhaustive, and how long it would take to complete the questionnaire (Cooper & Schindler, 2013; Creswell, 2013). Prior to collecting data, the responses from the pilot study were used to improve the research quality.

3.6.2 Validity of the Study

The amount to which an instrument provides an accurate measurement of what it is designed to measure is referred to as its validity (Creswell, 2013). To assure the validity of the questionnaire contents, they were submitted to supervisors, who examined, analyzed, and highlighted problems. Their suggestions were used to improve the question quality.

3.6.3 Reliability of the Instruments

The degree to which a research instrument produces consistent outcomes or data after repeated trials is referred to as its reliability (Creswell, 2013). To ensure reliability, the questionnaires were pre-tested on non-study participants. Pre-testing was carried out by approximately 10% of the migrants in the research area. Pre-testing guaranteed that the research tools' quality was improved.

3.7 Data Analysis

Data analysis, according to Cooper and Schindler (2013), is the process of editing and reducing accumulated data to a manageable amount, producing summaries, detecting patterns, and employing statistical approaches. The questionnaires for the study were

coded, reviewed for errors and omissions, and analyzed with the Statistical Package for Social Science (SPSS, Version 22). For quantitative data, the study used both descriptive and inferential statistics. However, for qualitative data, thematic analysis and narrative were applied. The study used regression analysis, which was appropriate because it was used to investigate the relationship between two or more variables, as proposed by Kothari (2005). The findings were displayed in frequency tables and percentage graphs, and they were categorized into themes and narration.

The relationship between the rural-urban migration for employment and the independent variables was established using multiple linear regression equation of the form $Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \epsilon$.

Where;

Y = Rural–Urban migration for employment

β_0 = Constant Term

X_1 = Socio-demographic characteristics of rural-urban migrants

X_2 = Perception of rural-urban migrants on employment

X_3 = Coping strategies adopted by rural-urban migrants

ϵ = Error Term

The summary of data analysis techniques is presented in table 3.2.

Table 3.2: *Summary of Data Analysis Techniques*

No	Objective	Statistical Analysis Technique
1	Determine the relationship between socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub-County.	-Frequency distribution and percentages -Regression analysis -Thematic analysis and narration
2	Assess the perception of rural-urban migrants on employment in Kisumu Central Sub-County.	-Frequency distribution and percentages -Regression analysis -Thematic analysis and narration
3	Evaluate the coping strategies adopted by Rural-urban migrants who seek employment in Kisumu Central Sub-County.	-Frequency distribution and percentages -Regression analysis -Thematic analysis and narration

Source: Researcher (2021)

3.8 Ethical Considerations

After receiving approval from the School of Graduate Studies (Appendix I), the researcher requested permission from the University Ethical Review Committee (UERC) (Appendix III) before beginning the research. The department's and Ethical Review Board's introduction letters were used to request approval from the National Commission for Science, Technology, and Innovation (NACOSTI). About the day of data collection, respondents were instructed on the purpose of the study in order to obtain their informed consent. The responders were then promised that the information they provided would be kept confidential in accordance with recognised ethical norms. In accordance with the Ethics Code, humane treatment was observed throughout the study, and pseudonyms were utilized instead of real names (2010). The research adhered to the ethical concept of beneficence, which comprises the professional mandate to conduct effective and significant research in order to better serve and improve the welfare of the research subjects in accordance with accepted ethical norms.

CHAPTER FOUR

RESULTS AND DISCUSSION

4.1 Introduction

The results of the study findings are presented and discussed under thematic subsections in line with the study objectives which were: to determine the relationship between socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub-County; to assess the perception of rural-urban migrants on employment in Kisumu Central Sub-County; to evaluate the coping strategies adopted by rural-urban migrants in Kisumu Central Sub-County.

4.2 Response Rate

The study sought to analyze the response rate. The findings are shown in Table 4.1 and Table 4.2.

Table 4.1: *Targeted Versus Achieved Response*

Respondents	Targeted respondents	Achieved respondents
Questionnaires	399	321
Interview	40	10
Total	399	321

Source: Field (2021)

Table 4.2: *Response Rate*

Respondents	Targeted respondents	Achieved respondents	Percentage (%)
Questionnaires	399	321	80.45
Interviews	40	10	25%

Source: Researcher (2021)

According to Table 4.1, the researcher aimed for 399 responses via questionnaires, however only 321 questionnaires were sufficiently and accurately filled, yielding an 80.45 percent response rate, as shown in Table 4.2. Unquestionably, Weigold, Weigold, and Natera (2018) determined that an 80 percent response rate was highly acceptable for paper-and-pencil surveys. Furthermore, Hendra and Hill (2018) agree that a small yet random sample with an 80 percent or greater response rate is preferable to a low response rate from a big sample.

4.3 Background Information

This section describes the demographic characteristics of the respondents in the study. Such a description was imperative in providing a vivid description of the respondents included in the study.

4.3.1 Distribution of Respondents by Age

The study sought to establish the distribution of the respondents by age. The results are shown in Table 4.3.

Table 4.3: *Distribution of Respondents by Age*

Age	Frequency	Percent
18-27	153	47.7
28-37	95	29.6
38-47	33	10.3
48-57	27	8.4
58-67	3	0.9
68 and above	10	3.1
Total	321	100.0

Source: Field (2021)

In Table 4.3, it was established that the majority of the respondents, 47.7%, were aged 18-27; this was followed by those aged 28-37 who were 29.6%. Respondents aged 38-47 years were 10.3 %; those aged 48-57 years were 8.4% while those who were aged 68 years and above were 3.1%. It was further established that the minority of the respondents, 0.9%, were aged 58-67 years. The implication of this finding is that most of the respondents interviewed were young vibrant youths and therefore at the prime age of enhancing their career growth and wealth creation through employment opportunities. Moreover, the finding is an indicator that the majority of the respondents were young thus versatile in movement while in pursuit of greener pastures. Indeed, this finding is similar to that of a study by Alarima (2018) who revealed that most young aged individuals resorted to migration from rural to urban areas.

4.3.2 Distribution of Respondents by Level of Education

The study sought to establish the distribution of the respondents by level of Education. The results are shown in Table 4.4.

Table 4.4: Distribution of Respondents by Level of Education

Level	Frequency	Percent
Undergraduate	155	48.3
Diploma	55	17.1
Secondary	42	13.1
Masters	26	8.1
Post-graduate Diploma	19	5.9
College certificate	12	3.7
Primary	11	3.4
PhD	1	0.3
Total	321	100.0

Source: Researcher (2021)

In Table 4.4, the study findings revealed that the majority of the respondents, 48.3%, had attained the undergraduate level of education. This was followed by 17.1% of the respondents who had attained diploma as the highest level of education; then 13.1 % had secondary education as the highest level of education, followed by 8.1% who had Master's degree as the highest level of education. 5.9% had post-graduate diploma, 3.7 % with college certification and then 3.4% with primary education as the highest level of education. However, the study established that only 0.3% of the respondents had a PhD as the highest level of education.

The implication of this finding is that majority of the respondents were well educated and therefore able to comprehend, interpret and analyze the questions asked during the face-to-face interviews. Furthermore, this finding confirms that majority of the respondents were sufficiently educated and therefore able to seek employment opportunities within both formal and informal sectors. Undeniably, Alarima (2018) supports this finding by concluding that education level of the respondents was significantly related to their decision to migrate from rural to urban areas.

4.3.3 Distribution of Respondents by Employment Status

The study sought to establish the distribution of the respondents by employment status.

The results are shown in Table 4.5.

Table 4.5: *Distribution of Respondents by Employment Status*

Are you employed?	Frequency	Percent
Yes	202	62.9
No	119	37.1
Total	321	100.0

Source: Field (2021)

In Table 4.5, the study established that majority of the respondents; 62.9%; were employed while minority; 37.1%; were not employed. The implication of this finding is that majority of the respondents interviewed were rural-urban migrants who had secured employment opportunities and thus were better placed to give feedback on issues relating to rural-urban migration and employment.

4.3.4 Distribution of Respondents by Marital Status

The study sought to establish the distribution of the respondents by marital status. The results are shown in Table 4.6.

Table 4.6: *Distribution of Respondents by Marital Status*

Marital status	Frequency	Percent
Married	158	49.2
Single	144	44.9
Separated	15	4.7
Divorced	4	1.2
Total	321	100.0

Source: Field (2021)

In Table 4.6, the study established that majority of the respondents; 49.2%, were married while the minority of the respondents; 1.2%, were divorced. The study also found out that 44.9% of the respondents were single while 4.7% of the respondents were separated. This finding infers that most of the respondents were either married, single or separated, a very good indication of having interviewed a mixed group of migrants, thereby reducing bias in terms of marital status. Moreover, this finding implies that the feedback obtained from the respondents captured views of both single

and married respondents without bias or favouritism. This finding is similar to that of Marta, Fauzi, Juanda and Rustiadi (2020) who found mixed respondents in terms of marital status in their study of rural-urban migration in Indonesia.

4.4 Socio-Demographic Characteristics of Rural-Urban Migrants and Employment.

This section is addressing objective one which is: to determine the relationship between socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub-County. A five-point Likert scale was adopted such that 1=Very Low extent; 2=Low extent; 3= Not at all; 4=High extent; 5=Very high extent. The advantage of using Likert Scale questions is that they use a universal method of collecting data thus, easy to adopt and comprehend (Brown, 2010). The findings of the descriptive analysis are shown in Table 4.7

Table 4.7: *Socio-Demographic Characteristics of Rural-Urban Migrants and Employment.*

Statement	N	Mean	Std.
	Statistic	Statistic	Statistic
More females than males migrate to Kisumu Central Sub County.	321	3.94	1.104
People of low economic status migrate to Kisumu Central Sub County.	321	3.93	1.085
People from families with a monthly income level of less than 20000 mostly migrate to Kisumu Central Sub County.	321	3.70	1.221
Rural-urban migration for employment in Kisumu Central Sub County happens to everyone regardless of their levels of education.	321	3.60	1.456
People of different levels of education who migrate to Kisumu Central Sub County for employment usually succeed in obtaining employment.	321	2.82	1.511

Source: Researcher (2021)

In Table 4.7; the respondents were asked whether more females than males migrate to Kisumu Central Sub County, a mean of 3.94 was obtained, denoting high extent.

Therefore, the study concluded that more females than males migrate to Kisumu Central Sub County. This finding contradicts that of Oyvat and Gĩthĩnji (2020) who concluded that more males than females were involved in rural-to-rural migration. The respondents were asked if people of low economic status migrate to Kisumu Central Sub County and a mean of 3.93 was obtained, denoting high extent. Therefore, the study deduced that people of low economic status migrate to Kisumu Central Sub County. This finding is similar to that of Onyango et al., (2021) who established that indeed poor socio-economic status was a driver of rural-urban migration.

The respondents were asked whether people from families with a monthly income level of less than 20000 mostly migrate to Kisumu Central Sub County and a mean of 3.7 was obtained, denoting a high extent. Therefore, the study concluded that people from families with a monthly income level of less than 20000 mostly migrate to Kisumu Central Sub County. A study by Aikaeli et al., (2021) had similar findings since it concluded that rural incomes were drivers of urban in-migration.

When the respondents were asked if rural-urban migration for employment in Kisumu Central Sub County happens to everyone regardless of their levels of education, a mean of 3.6 was obtained in table 4.7, denoting high extent. Therefore, the study deduced that rural-urban migration for employment in Kisumu Central Sub County happens to everyone regardless of their levels of education. This finding is supported by a study done by Moenga and Okumu (2021) who concluded that rural-urban migration for employment was significantly determined by low education levels. However, this finding contradicts the results of a study by Tumwesigye et al., (2019) who established that most out-migrants were from relatively wealthy households with a higher-than-average education level.

In Table 4.7; the respondents were asked whether people of different levels of education who migrate to Kisumu Central Sub County for employment usually succeed in obtaining employment, a mean of 2.82 was obtained, denoting not at all. Therefore, the study concluded that people of different levels of education who migrate to Kisumu Central Sub County for employment do not usually succeed in obtaining employment.

A correlation analysis was then done to determine the relationship between socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub-County. Findings are shown in Table 4.8.

Table 4.8: *A Correlation of Socio-Demographic Characteristics of Rural-Urban Migrants and Employment.*

		Employment	Socio-demographic factors
Employment	Pearson Correlation	1	-.169**
	Sig. (2-tailed)		.002
Socio-demographic factors	Pearson Correlation	-.169**	1
	Sig. (2-tailed)	.002	
	N	321	321

****.** Correlation is significant at the 0.01 level (2-tailed).

Source: Researcher (2021)

A Pearson’s correlation coefficient of -0.169 was obtained for socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub-County. This means that the relationship between socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub-County was negative. This finding implies that an increase in socio-demographic characteristics of rural-urban migrants led to a decrease in employment in Kisumu Central Sub-County and vice versa. This finding is similar to that of Yohanna, Mohd and Shafie (2020) who established that the socio-demography of migrants had direct effects on migration for employment. This finding collaborated with findings from the interviews conducted using the informant interview guides.

Respondent W said:

"Yes, there exists a relationship between socio-demographic characteristics of rural-urban migrants and employment. The main source of income is farming which many youths look down upon, therefore moving to the city. In the city, there is ready employment than in rural areas."

Respondent X said:

‘To some extent, there exists a relationship between socio-demographic characteristics of rural-urban migrants and employment’.

Respondent Y said:

"Yes, there exists a relationship between socio-demographic characteristics of rural-urban migrants and employment. The poor look for jobs or businesses in the city to improve their standards of living."

Respondent Z said:

"Yes, there exists a relationship between socio-demographic characteristics of rural-urban migrants and employment. People from poor backgrounds look for jobs to improve their living standards. Those from well-to-do backgrounds do not migrate; they are already comfortable in the rural areas."

The study obtained pictures from the field during the key interviews. In Figure 4.1, the rural-urban migrants were involved in the Kazi Mtaani initiative run by the national government of Kenya.



Plate 4.1: *Youthful Migrants Engaged in Opening up of Drainage Systems*
Source: *Researcher (2021)*

Consequently, the study embarked on simple linear regression analysis to establish the nature of the relationship model between socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub-County. The findings are shown in Table 4.9.

Table 4.9: *Model Summary for Socio-Demographic Characteristics of Rural-Urban Migrants and Employment in Kisumu Central Sub County*

Model	R	Adjusted R Square	Std. Error of the Estimate	Change Statistics					
				R Square Change	F Change	df1	df2	Sig. Change	F
1	.169 ^a	.029	.478	.029	9.432	1	319	.002	

a. Predictors: (Constant), More females than males migrate to Kisumu Central Sub County

Source: Researcher (2021)

In Table 4.9, the regression model summary displayed a coefficient of determination (R^2) of 0.029; which is 2.9 %. This finding implies that socio-demographic characteristics of rural-urban migrants caused a change of 2.9% on employment in Kisumu Central Sub-County. This is a very small change which is below 50%; on employment in Kisumu Central Sub-County and therefore, not substantial.

Table 4.10: *Analysis of Variance for Socio-Demographic Characteristics of Rural-Urban Migrants and Employment.*

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.151	1	2.151	9.432	.002 ^b
	Residual	72.734	319	.228		
	Total	74.885	320			

a. Dependent Variable: Are you Employed?

b. Predictors: (Constant), More females than males migrate to Kisumu Central Sub County

Source: Researcher (2021)

In Table 4.10; analysis of variance for socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub County revealed an F calculated value of 9.432 which is less than the critical value of 3.871; consequently, the model was statistically significant. The implication of this finding is that the simple linear regression model adopted for Socio-Demographic Characteristics of Rural-Urban Migrants and Employment in Kisumu Central Sub County was statistically significant.

Table 4.11: *Regression Coefficients for Socio-Demographic Characteristics of Rural-Urban Migrants and Employment.*

Model	Unstandardized		Standardized t	Sig.
	Coefficients			
	B	Std. Error	Beta	
(Constant)	1.663	.099		16.809 .000
1 More females than males migrate to Kisumu Central Sub County	-.074	.024	-.169	-3.071 .002

a. Dependent Variable: Are you Employed?

Source: Researcher (2021)

In Table 4.11, results from the regression analysis showed regression coefficients for socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub County, Kenya. From the values obtained, the resulting equation was:

$$Y = 1.663 - 0.074X_1 + 0.099.$$

The resulting model implies that indeed socio-demographic characteristics of rural-urban migrants have a negative relationship (- 0.074) with employment in Kisumu Central Sub County, Kenya. In summation, the relationship between socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub County, Kenya was negative. This finding is supported by Yohanna, Mohd and Shafie (2020) who established that the socio-demography of migrants had direct negative effects on migration for employment in Plateau State, Nigeria. However, Khandaker and Kazi (2019) contradicted this finding when they established a positive

socio-economic impact on rural-urban migration for employment among slum dwellers of Northern Bangladesh.

4.5 Perception of Rural-Urban Migrants on Employment in Kisumu Central Sub County

This section is addressing objective two which was: to assess the perception of rural-urban migrants on employment in Kisumu Central Sub-County. A five-point Likert scale was adopted such that 1=Not at all; 2=Small extent; 3=Medium extent; 4=Large extent; 5=Very large extent. The findings are shown in Table 4.12.

Table 4.12: *Perception of Rural-Urban Migrants on Employment.*

Statement	N	Mean	Std.
			Deviation
	Statistic	Statistic	Statistic
Migrants have higher chances of getting employment in Kisumu City than the locals	321	4.20	1.027
Migrants with Godfathers / powerful connections have higher chances of getting employment in Kisumu Central Sub County than those without connections.	321	3.91	1.102
Are high expectations of job opportunities a perception affecting rural-urban migration?	321	3.90	1.101
Do migrants have a positive perception on rural-urban migration for employment in Kisumu town?	321	3.86	1.079
Migrants with high level of education have higher chances of getting employed than those with low level of education in Kisumu Central Sub County.	321	3.77	1.351
Rural-urban migrants face discrimination from employers in Kisumu City.	321	3.24	1.485
Composite mean		3.81	

Source: Researcher (2021)

In Table 4.12; the respondents were asked whether migrants have higher chances of getting employment in Kisumu City than the locals, a mean of 4.2 was obtained denoting a large extent. Therefore, the study deduced that to a large extent, migrants

have higher chances of getting employment in Kisumu City than the locals. A study by Mukhtar et al., (2018) supported these findings by establishing that rural-urban migration was perceived as a successful strategy for rural households to improve the quality of their employment. Similarly, Dipto, Ngetich and Kisaka (2020) study found that the major perception elicited was that migration was largely motivated by the search for employment opportunities in urban centres.

Findings relating to this were also obtained during the key informant interviews. Respondent W said:

“The major perception of migrants is that many job opportunities are in the city”.

Respondent X said:

"Majority think there are many job opportunities in Kisumu Central Sub-County since Kisumu is the third-largest city in Kenya."

The study obtained pictures from the field during the interviews; in figure 4.2, the rural-urban migrants were involved in building and construction works which are plenty in the city.



Plate 4.2: Youth Migrants Engaged in Building and Construction Works
Source: Researcher (2021)

To further compare the perception of rural-urban migrants on employment and actual employment status in Kisumu Central Sub County; a cross-tabulation was done for

Chances of Migrants Being Employed instead of Locals and Employment. The findings are shown in Figure 4.3.

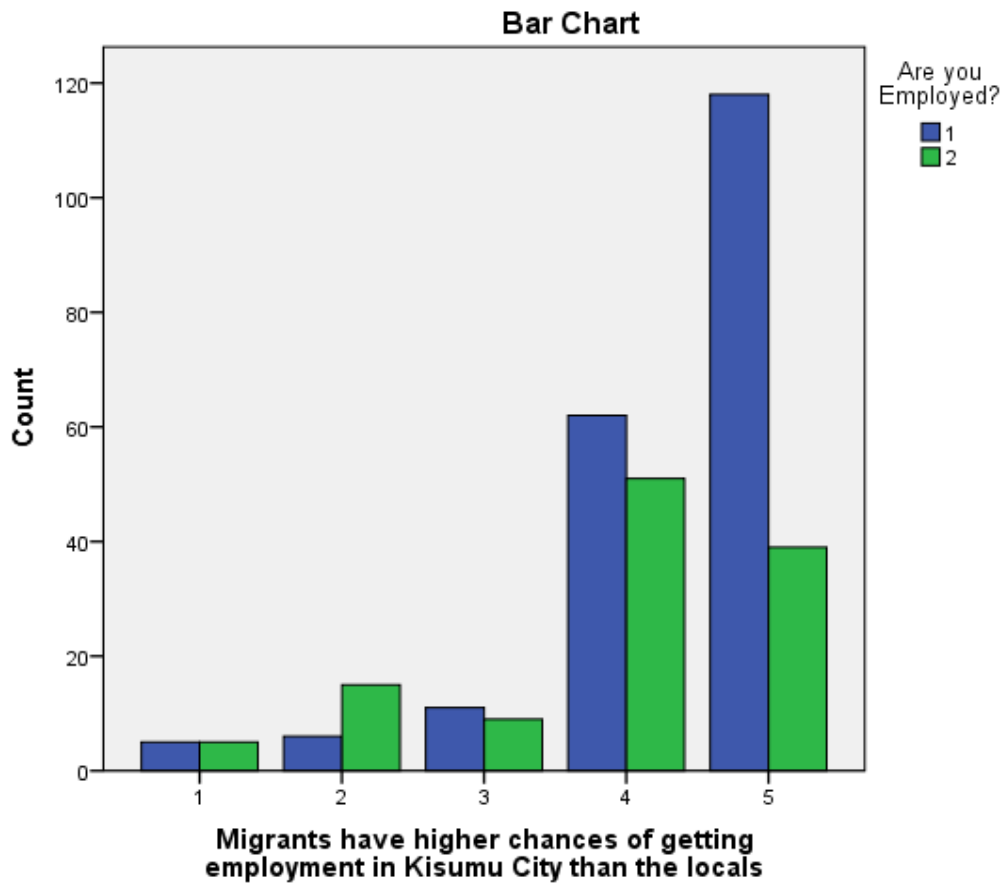


Figure 4.1: *Chances of Migrants having higher chances of being employed than the locals and employment.*

Source: Researcher (2021)

Figure 4.3 reveals that the majority of the respondents who were employed actually agreed that to a very large extent, migrants have higher chances of getting employment in Kisumu City than the locals. Moreover, it shows that majority of the respondents who were non-employed actually agreed that to a large extent, migrants have higher chances of getting employment in Kisumu City as compared to the locals. However, the minority of those who were either employed or unemployed disagreed that migrants have higher chances of getting employment in Kisumu City than the locals. In summation, the study established that migrants actually perceive that they have higher chances of getting employment in Kisumu City than the locals. In support of this finding, Mukhtar et al., (2018) study established that rural-urban migration was

perceived as a successful strategy for rural households to improve the quality of their employment.

In Table 4.12; the respondents were asked whether migrants with Godfathers/powerful connections have higher chances of getting employment in Kisumu Central Sub County than those without connections, a mean of 3.921 was obtained denoting large extent. Therefore, the study concluded that to a large extent, migrants with Godfathers/powerful connections have higher chances of getting employment in Kisumu Central Sub County than those without connections. To further compare the perception of rural-urban migrants on employment and actual employment status in Kisumu Central Sub County. A cross-tabulation was done for migrants with connections having higher chances of being employed and employment. The findings are shown in Figures 4.4.

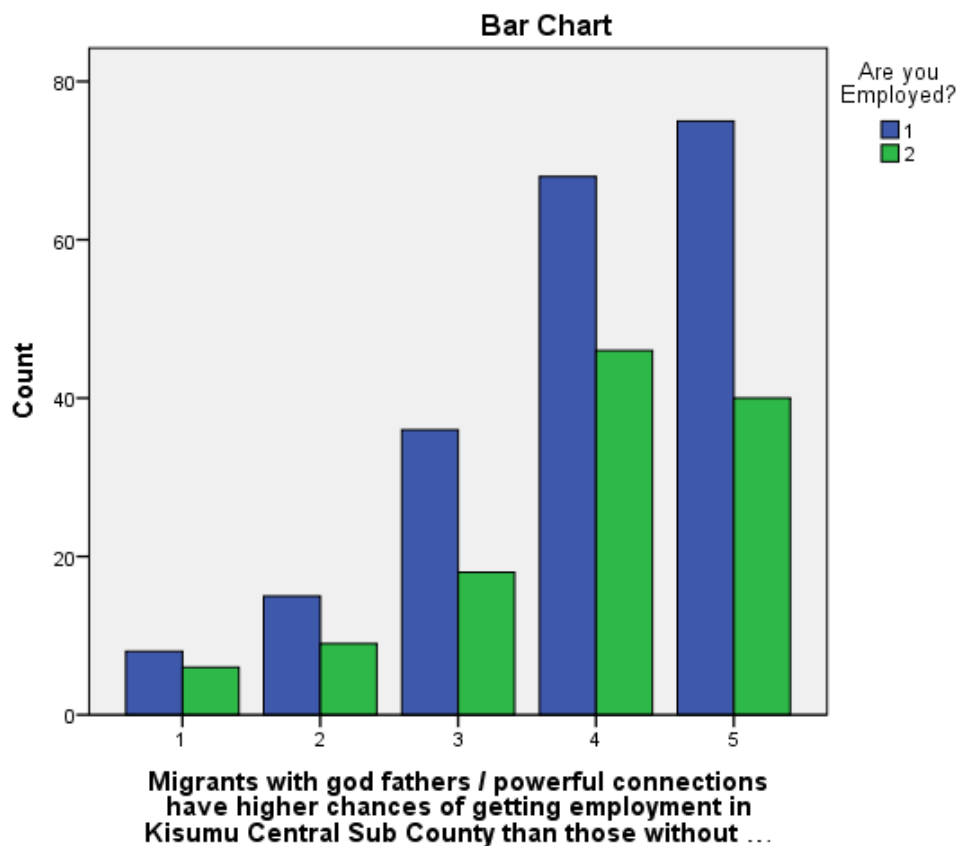


Figure 4.2: *Migrants with Connections having Higher Chances of being Employed and Employment*

Source: Researcher (2021)

Figure 4.4 reveals that majority of the respondents who were employed actually agreed that to a very large extent, migrants with Godfathers/powerful connections have higher chances of getting employment. Moreover, the majority of the unemployed respondents actually agreed that to a large extent, migrants with God fathers/powerful connections have higher chances of getting employment. However, minority of the respondents who were employed actually disagreed that migrants with Godfathers/powerful connections have higher chances of getting employment. Similarly, the minority of the respondents who were unemployed actually disagreed that migrants with Godfathers/powerful connections have higher chances of getting employment. In summation, the study found out that migrants actually perceive that having Godfathers/powerful connections makes them have higher chances of getting employment in Kisumu City. In support of this finding, Wegene (2019) concluded that social networks and migrants' perception of their destination had played an unequivocal role in the migration decision.

In Table 4.12; When the respondents were asked if high expectation of job opportunities is a perception affecting rural-urban migration, a mean of 3.9 was obtained denoting a large extent. Therefore, the study concluded that a high expectation of job opportunities is a perception affecting rural-urban migration to a large extent. In support of this finding, Dipto, Ngetich and Kisaka (2020) study found that the major perception elicited was that migration was largely motivated by the search for employment opportunities in urban centres.

Findings relating to this were also obtained during the key informant interviews:

Respondent Y said:

"The foremost perception of migrants is that more job opportunities and wider business market exist in Kisumu."

To further compare the perception of rural-urban migrants on employment and actual employment status in Kisumu Central Sub County; a cross-tabulation was done for high expectations of job opportunities as a perception and employment. The findings are shown in Figure 4.5.

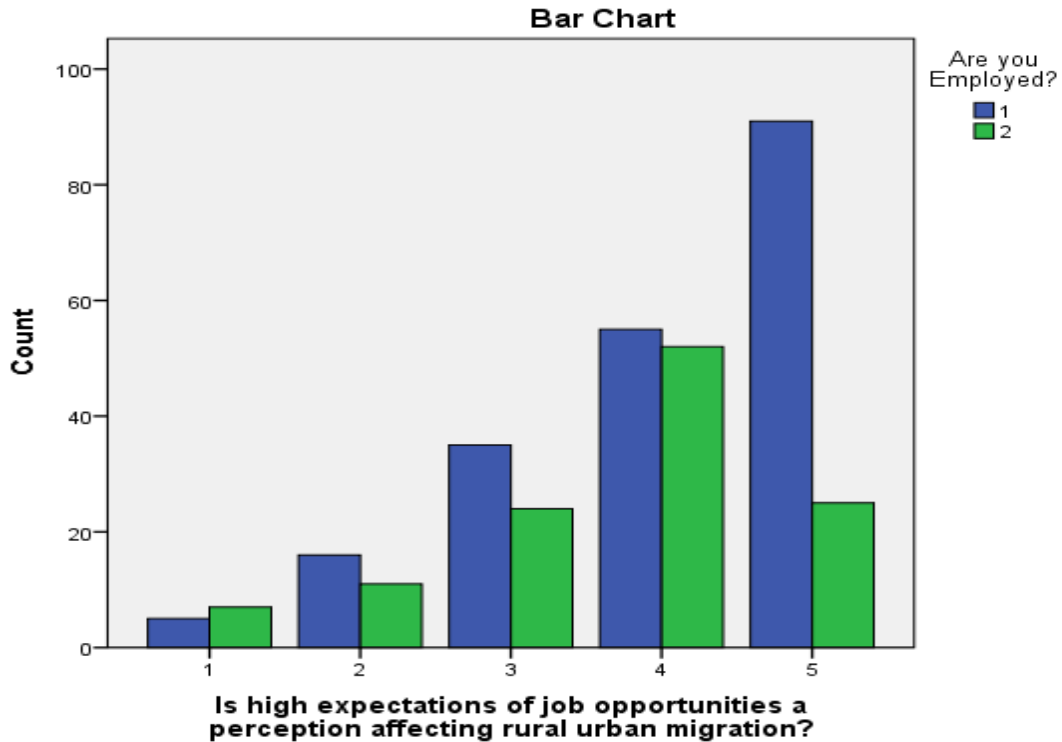


Figure 4.3: *High Expectations of Job Opportunities as a Perception and Employment*
Source: Researcher (2021)

Figure 4.5 reveals that the majority of the respondents who were employed actually agreed that to a very large extent, migrants have a positive perception of rural-urban migration for employment in Kisumu town. In addition, it established that majority of the respondents who were unemployed actually agreed that to a large extent, migrants have a positive perception of rural-urban migration for employment in Kisumu town. On the contrary, Figure 4.5 established that the minority of the respondents who were employed or unemployed disagreed that migrants have a positive perception of rural-urban migration for employment in Kisumu town. In summation, the study established that migrants have a positive perception of rural-urban migration for employment in Kisumu town. This finding is supported by Mukhtar et al., (2018) who established that rural-urban migration was perceived as a successful strategy for rural households to improve the quality of their employment.

In Table 4.12; the respondents were asked whether migrants have a positive perception of rural-urban migration for employment in Kisumu town, a mean of 3.86 was obtained denoting a large extent. Therefore, the study deduced that to a large extent, migrants have a positive perception of rural-urban migration for employment in Kisumu town.

A study by Dipto, Ngetich and Kisaka (2020) had similar findings; it established that the major perception elicited was that migration was largely motivated by the search for employment opportunities in urban centres.

Findings relating to this were also obtained during the key informant interviews; Respondent Z said:

"The main perceptions include many job opportunities, well-paying jobs. Others think that jobs are easy to secure in Kisumu city. Others think that their lifestyle will change once they migrate to Kisumu."

To compare the perceptions of rural-urban migrants on employment and actual job status in Kisumu Central Sub County, a cross-tabulation was performed for migrants with favorable opinions of rural-urban migration and employment. Figure 4.6 depicts the results.

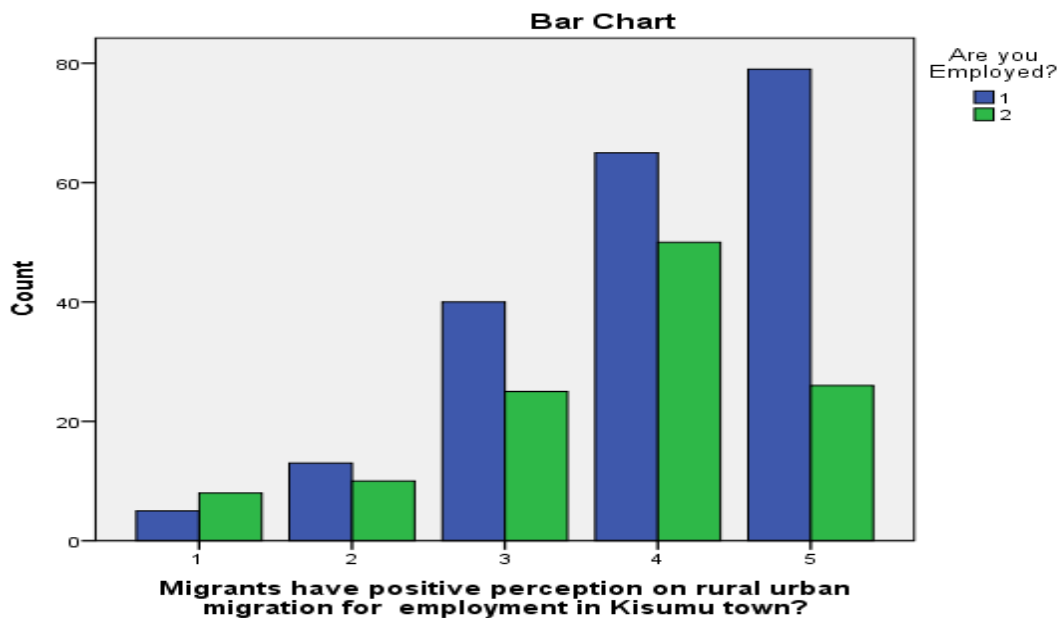


Figure 4.4: *Migrants having Positive Perception on Rural-Urban Migration and Employment*

Source: Researcher (2021)

According to Figure 4.6, the majority of employed respondents believed that high expectations of work possibilities are a major factor influencing rural-urban migration. Furthermore, the majority of unemployed respondents believed that high expectations of work chances are a crucial factor for rural-urban migration. However, a minority of respondents, both employed and jobless, disagreed that high expectations of job chances was a perspective influencing rural-urban mobility. In conclusion, the study

found that high expectations of work prospects are a perception that influences rural-urban mobility. Wegene (2019) concluded that social networks and migrants' perceptions of good opportunities at their destination played a clear effect in their migration decision.

In Kisumu Central Sub County, migrants with a high level of education have a larger likelihood of finding work than those with a low level of education; a mean of 3.77 was obtained, indicating a considerable extent. As a result, the study concluded that in Kisumu Central Sub County, Kenya, migrants with greater levels of education have a higher likelihood of finding work than those with lower levels of education. Indeed, Moenga and Okumu (2021) reinforce this conclusion by stating that poor education level strongly influences occupational shift and associated probabilities in rural-urban migration. When asked if rural-urban migrants encounter discrimination from employers in Kisumu City, a mean of 3.24 was achieved, indicating a medium level of prejudice. As a result, the study revealed that rural-urban migrants encounter medium-level discrimination from employers in Kisumu City.

A composite mean of 3.81 was obtained, indicating a large extent; thus, migrants have higher chances of getting employment in Kisumu City than locals; migrants with Godfathers/powerful connections have higher chances of getting employment; high expectations of job opportunities are a perception affecting rural-urban migration; migrants have a positive perception on rural-urban migration for employment in Kisumu town; migrants with a high level of education have a higher chance of getting employment; migrants with a high level of education have This finding is comparable to that of Islam, Rokib, Alam, Mondal, and Rahman (2015), who used the path model approach to demonstrate similar attitudes of female migrants. Alarima (2018), who focused on youth rural-urban migration, produced contradictory data to Osun State, Nigeria.

4.6 Coping Strategies Adopted by Rural-urban migrants who seek employment in Kisumu Central Sub County

This section addresses objective three which was: to evaluate the coping strategies adopted by rural-urban migrants in Kisumu Central Sub-County. A five-point Likert

scale was adopted such that 1=Very Low extent; 2=Low extent; 3= Not at all; 4=High extent; 5=Very high extent. The findings are presented in Table 4.13.

Table 4.13: *Coping Strategies Adopted by Rural Migrants for Employment.*

Statement	N	Mean	Std.
		Statistic	Deviation Statistic
More male than female migrants for employment in Kisumu Central Sub County cope by engaging in building and construction work	321	3.94	1.143
Do you think more female than male rural-urban migrants cope by engaging in washing clothes and other odd jobs	321	3.88	1.239
Rural-urban migrants who seek employment but are from diverse socio-demographic characteristics in Kisumu Central Sub County are usually weighed down by many challenges	321	3.82	1.332
Rural-urban migrants who seek employment in Kisumu Central Sub County cope by sharing rooms	321	3.72	1.278
Rural-urban migrants who seek employment in Kisumu Central Sub County cope by skipping meals	321	3.72	1.303
Do more Female than male migrants in Kisumu Central Sub County cope by engaging in commercial sex	321	2.83	1.356
Do Rural-urban migrants who seek employment in Kisumu Central Sub County cope by engaging in crime	321	2.81	1.334
More male than female migrants for employment in Kisumu Central Sub County cope by engaging in crime	321	2.55	1.298
Composite mean		3.41	

Source: Researcher (2021)

In Table 4.13, respondents were asked whether more male than female migrants for job in Kisumu Central Sub County cope by engaging in building and construction activity; a mean of 3.94 was achieved, indicating a high degree of satisfaction. As a result, the study concluded that male migrants for employment in Kisumu Central Sub County cope by engaging in building and construction labor. This finding is corroborated by Adegboyega, Okesina, and Mustapha (2016), who discovered that casual work was exclusively used by young female migrants as a survival strategy.

In Table 4.13, a question on whether more female than male rural-urban migrants cope by washing clothing and doing odd jobs had a mean of 3.88, indicating a high extent. As a result, the study concluded that more female than male rural-urban migrants cope by washing clothing and doing odd jobs. Key informant interviews yielded a similar result; respondent W stated:

“The coping strategies adopted by rural-urban migrants include: engaging in menial jobs, for example, Bodaboda riding, matatu driving, construction, employment as security guards”.

Respondent Y said:

“Businesses, Bodaboda riding, building and construction, welding and carpentry are the coping strategies adopted”.

The findings are further supported by pictorial evidence in Plate 4.7 as obtained from the field;



Plate 4.3: Female Migrants Engaged in Informal Jobs
Source: Researcher (2021)

In Table 4.13, respondents were asked whether rural-urban migrants seeking jobs but with diverse socio-demographic characteristics in Kisumu Central Sub County face several challenges; a mean of 3.82, indicating a high degree, was achieved. As a result, the study indicated that rural-urban migrants seeking jobs but with distinct socio-demographic characteristics in Kisumu Central Sub County face numerous hurdles.

A question was addressed about whether rural-urban migrants who seek job in Kisumu Central Sub County share rooms; a mean of 3.72, indicating a high extent, was obtained in table 4.13. As a result, the study concluded that rural-urban migrants seeking work in Kisumu Central Sub County cope by sharing rooms. Key informant interviews, on the other hand, yielded thorough reports. According to Respondent X:

“Staying with friends or relatives, living in low-cost houses (slums), touting, Bodaboda riding”.

Respondent Z said:

"Living with relatives and friends, looking for affordable housing, online business, self-employment like hawking, Bodaboda riding, building and construction, Jua kali are the coping strategies adopted."

When asked if rural-urban migrants seeking employment in Kisumu Central Sub County cope by missing meals, a mean of 3.72, indicating a great degree, was obtained in table 4.13. As a result, the study indicated that rural-urban migrants seeking employment in Kisumu Central Sub County manage by skipping meals.

When asked if rural-urban migrants who seek jobs in Kisumu Central Sub County cope by engaging in crime, a mean of 2.81 suggesting not at all was obtained in table 4.13. As a result, the study indicated that criminality is not a coping technique used by rural-urban migrants seeking jobs in Kisumu Central Sub County.

When asked if rural-urban migrants who seek jobs in Kisumu Central Sub County cope by engaging in crime, a mean of 2.81 suggesting not at all was obtained in table 4.13. As a result, the study indicated that criminality is not a coping technique used by rural-urban migrants seeking jobs in Kisumu Central Sub County.

In Table 4.13, respondents were asked if more male than female migrants for job in Kisumu Central Sub County cope by engaging in crime; a mean of 2.55 was obtained,

indicating that they do not. As a result, the study concluded that criminality is not a coping technique used by rural-urban migrants seeking work in Kisumu Central Sub County.

The purpose of the study was to assess the coping methods used by rural-urban migrants in Kisumu Central Sub-County. Based on the findings in Table 4.13, it can be inferred that rural-urban migrants in Kisumu Central Sub-County use coping mechanisms such as building and construction labor, washing clothes and other odd jobs, sharing rooms, and skipping meals. This conclusion contrasts the findings of Adegboyega, Okesina, and Mustapha (2016), who discovered that hawking items in the streets was a prevalent coping technique for male and female rural-urban migrants. Furthermore, Grant (2012) discovered that involvement in companies such as barbering, transportation, and hawking in Kingston, Jamaica are coping methods. However, Hall (2017) found that young migrants resorted to low-wage occupations with construction enterprises, such as mixing concrete and road building, which confirmed the current study's findings.

CHAPTER FIVE

CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter presents the summary, conclusions and recommendations of the study based on the research objectives. The study focused on Rural-Urban Migration for Employment in Kisumu Central Sub-County, Kenya

5.2 Summary of Findings

This sub-section is organized thematically in accordance with the study's goal. The study's main goal was to determine the association between rural-urban migration and employment in Kisumu Central Sub-County. In line with the first purpose, the study was led by the following research question: What is the relationship between socio-demographic features of rural-urban migrants and employment in Kisumu Central Sub-County? In keeping with the second purpose, the study focused on the following research question: How do rural-urban migrants evaluate work in Kisumu Central Sub-County? In line with the third purpose, the study was guided by the following research question: What are some of the coping methods used by rural-urban migrants in Kisumu Central Sub-County?

5.2.1 Relationship between Socio-Demographic Characteristics of Rural-Urban Migrants and Employment in Kisumu Central Sub-County

The study attempted to ascertain the association between rural-urban migrants' socio-demographic traits and employment in Kisumu Central Sub-County. The Pearson correlation value for socio-demographic features of rural-urban migrants and employment in Kisumu Central Sub-County was -0.169. This means that the relationship between socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub-County was negative. The regression model summary displayed a coefficient of determination (R^2) of 0.029; which is 2.9 %. This research shows that the socio-demographic factors of rural-urban migration influenced employment by 2.9 percent in Kisumu Central Sub-County. This is a little shift that is less than 50% of Kisumu Central Sub-County employment and thus insignificant. The resulting simple linear regression model indicates that socio-demographic features of rural-urban migrants have a negative connection with employment in Kisumu Central Sub County, Kenya, with a -0.074 coefficient.

5.2.2 Perception of Rural-Urban Migrants on Employment in Kisumu Central Sub-County

The study sought to ascertain rural-urban migrants' perspectives on employment in Kisumu Central Sub-County. When asked if migrants have a better chance of finding work in Kisumu City than natives, a mean of 4.2 was achieved, indicating a significant advantage. When asked if migrants with Godfathers/powerful connections have a better chance of finding work in Kisumu Central Sub County than those without connections, a mean of 3.921 was found, indicating a substantial extent. When asked if a high expectation of work chances is a perception influencing rural-urban migration, a mean of 3.9 was achieved, indicating a substantial extent. When asked if migrants had a favourable opinion of rural-urban movement for jobs in Kisumu town, a mean of 3.86 was achieved, indicating a significant degree. When asked if migrants with a high level of education have a better chance of finding work than those with a low level of education in Kisumu Central Sub County, a mean of 3.77 was achieved, indicating a great extent. When asked if rural-urban migrants encounter discrimination from employers in Kisumu City, a mean of 3.24 was recorded, indicating a moderate level of prejudice.

A composite mean of 3.81 was observed, indicating a significant extent. As a result, the study concluded that rural-urban migrants have higher chances of getting employment in Kisumu City than locals; migrants with Godfathers/powerful connections have higher chances of getting employment; high expectations of job opportunities; a positive perception of rural-urban migration for employment in Kisumu town; migrants with a high level of education have higher chances of getting employment.

5.2.3 Evaluation of Coping Strategies adopted by Urban-Rural Migrants in Kisumu Central Sub-County

The study assessed the coping methods used by rural-urban migrants in Kisumu Central Sub-County. When asked if more male than female migrants for employment in Kisumu Central Sub County cope by engaging in building and construction activity, a mean of 3.94 was found, indicating a significant extent. When asked if more female than male rural-urban migrants cope by doing odd jobs like washing clothes, a mean of 3.88 was achieved, indicating a high degree of satisfaction. When asked if rural-urban migrants seeking jobs but with various socio-demographic characteristics in Kisumu

Central Sub County face many hurdles, a mean of 3.82 was achieved, indicating a significant extent. When asked if rural-urban migrants who seek jobs in Kisumu Central Sub County cope by sharing rooms, a mean of 3.72, indicating a great extent, was obtained. When asked if rural-urban migrants seeking employment in Kisumu Central Sub County cope by missing meals, a mean of 3.72 was recorded, indicating a significant extent. When asked if more female than male migrants in Kisumu Central Sub County cope by indulging in commercial sex, a mean of 2.83 was recorded, indicating that they do not. When asked if rural-urban migrants who seek jobs in Kisumu Central Sub County cope by engaging in crime, a mean of 2.81 was obtained, indicating that they do not. When asked if more male than female migrants for job in Kisumu Central Sub County engage in crime, a mean of 2.55 was found, indicating that they do not.

From the study findings, rural-urban migrants in Kisumu Central Sub-County use coping techniques such as building and construction labor, washing clothing and other odd jobs, sharing rooms, and skipping meals.

5.3 Conclusion

The study found that the link between socio-demographic features of rural-urban migrants and employment in Kisumu Central Sub-County was negative, based on the findings discussed in the previous chapter. The study also concluded that rural-urban migrants have higher chances of getting employment in Kisumu City than locals; migrants with Godfathers/powerful connections have higher chances of getting employment; high expectations of job opportunities; a positive perception of rural-urban migration for employment in Kisumu town; migrants with a high level of education have higher chances of getting employment; migrants with a high level of education have higher chances of getting employment; migrants with a high level of education have higher chances of getting employment. Finally, the study showed that rural-urban migrants in Kisumu Central Sub-County use the following coping strategies: building and construction labor, washing clothes and other odd jobs, sharing rooms, and skipping meals. As a result, the study contributes new knowledge by establishing a negative association between the socio-demographic characteristics of rural-urban migrants and employment.

5.4 Recommendations of the Study

The study recommends that both the national and county governments implement youth sensitization programs to emphasize the importance of youth enrolling and studying at technical and vocational education and training institutions that provide learners with practical skills needed in the labor market. Furthermore, the report suggests that the national government and county governments implement strategic programs to provide unemployed, educated adolescents with the pre-requisite skills required by employers in formal markets.

The study recommends the formation of public-private partnership projects including both county governments and important business sector participants in order to launch entrepreneurship programs aimed at youngsters in Kenya's rural districts. Furthermore, there is a need to encourage local NGOs and CBOs to empower migrants in Kenya's metropolitan regions on the entrepreneurial culture so that they can get economically involved and generate jobs rather than looking for jobs.

The study recommends a need for more government spending in the form of infrastructure development, to build more technical schools that will equip the youth with skills required in the labour market. Moreover, the study recommends that government interventions need to be channelled towards developing infrastructure in the rural areas, to help reduce rural-urban migration which increases unemployment in the urban areas.

5.5 Suggestions for Further Research

The study suggests that further research be conducted in the following area:

Effect of Urbanization on Rural-urban Migration among Youths in Kisumu Central Sub-County, Kenya

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APPENDICES

Appendix I: Letter of Introduction and Permit



JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE & TECHNOLOGY
BOARD OF POSTGRADUATE STUDIES
Office of the Director

Tel. 057-2501804
Email: hps@jooust.ac.ke

P.O. BOX 210 - 40601
BONDO

Our Ref: Z451/4041/2015

Date: 29th July 2020

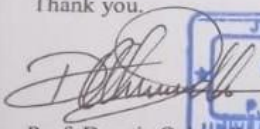
TO WHOM IT MAY CONCERN


RE: PRISCA ONDITI – Z451/4041/2015

The above person is a bonafide postgraduate student of Jaramogi Oginga Odinga University of Science and Technology in the School of Education, Humanities and Social Sciences pursuing Master of Arts in Geography. She has been authorized by the University to undertake research on the topic: "*Rural-Urban Migration for Employment in Kisumu Central Sub-County, Kenya*".





Any assistance accorded to her shall be appreciated.

Thank you.


Prof. Dennis Ochuto
DIRECTOR, BOARD OF POSTGRADUATE STUDIES



Appendix II: Research Permit

 REPUBLIC OF KENYA	 NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION
Ref No: 593841	Date of Issue: 18/September/2020
RESEARCH LICENSE	
	
This is to Certify that Ms. Prisca Onditi of Jaramogi Oginga Odinga University of Science and Technology, has been licensed to conduct research in Kisumu on the topic: RURAL-URBAN MIGRATION FOR EMPLOYMENT IN KISUMU CENTRAL SUB-COUNTY, KENYA for the period ending : 18/September/2021.	
License No: NACOSTI/P/20/6763	
593841 Applicant Identification Number	 Director General NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION
	Verification QR Code 
NOTE: This is a computer generated License. To verify the authenticity of this document, Scan the QR Code using QR scanner application.	

Appendix III: Consent Form



File

**JARAMOGI OGINGA ODINGA
UNIVERSITY OF SCIENCE AND TECHNOLOGY
DIVISION OF RESEARCH, INNOVATION AND OUTREACH**

JOUST-ETHICS REVIEW OFFICE

Tel. 057-2501804

Email: erc@jooust.ac.ke

Website: www.jooust.ac.ke

P.O. BOX 210 – 40601

BONDO

OUR REF: JOUST/DVC-RIO/ERC/E2

28th September, 2020

Prisca Onditi
SEHSS
JOUST

Dear Ms. Onditi,

RE: APPROVAL TO CONDUCT RESEARCH TITLED "RURAL-URBAN MIGRATION FOR EMPLOYMENT IN KISUMU CENTRAL SUB-COUNTY, KENYA"

This is to inform you that JOUST ERC has reviewed and approved your above research proposal. Your application approval number is **ERC/23/6/20-7**. The approval period is from 28th September, 2020 – 27th September, 2021.

This approval is subject to compliance with the following requirements:

- i. Only approved documents including (informed consents, study instruments, MTA) will be used.
- ii. All changes including (amendments, deviations and violations) are submitted for review and approval by JOUST IERC.
- iii. Death and life threatening problems and serious adverse events or unexpected adverse events whether related or unrelated to the study must be reported to NACOSTI IERC within 72 hours of notification.
- iv. Any changes, anticipated or otherwise that may increase the risks of affected safety or welfare of study participants and others or affect the integrity of the research must be reported to NACOSTI IERC within 72 hours.
- v. Clearance for export of biological specimens must be obtained from relevant institutions.
- vi. Submission of a request for renewal of approval at least 60 days prior to expiry of the approval period. Attach a comprehensive progress report to support the renewal.
- vii. Submission of an executive summary report within 90 days upon completion of the study to JOUST IERC.

Prior to commencing your study, you will be expected to obtain a research permit from National Commission for Science, Technology and Innovation (NACOSTI) <https://oris.nacosti.go.ke> and also obtain other clearances needed.

Yours sincerely,


Prof. Francis Anga wa

Chairman, JOUST ERC

Copy to: Deputy Vice-Chancellor, RIO Director, BPS Dean, SEHSS

Appendix IV: Research Authorization



REPUBLIC OF KENYA

MINISTRY OF EDUCATION State Department of Early Learning & Basic Education

Telegrams: "schooling".Kisumu
Telephone: Kisumu 057 - 2024599
Email: countyeducation.kisumu@gmail.com

COUNTY DIRECTOR OF EDUCATION
KISUMU COUNTY
PROVINCIAL HEADQUARTERS NYANZA
3RD FLOOR
P.O. BOX 575 - 40100
KISUMU

When replying please quote

REF: CDE/KSM/GA/3/24/ (117)

24th September, 2020

TO WHOM IT MAY CONCERN

RE: RESEARCH AUTHORIZATION
MS. PRISCA ONDITI - NACOSTI/P/20/6763

The above named is from Jaramogi Oginga Odinga University of Science and Technology.

This is to certify that she has been granted authority to carry out research on "*Rural-Urban Migration for Employment in Kisumu Central Sub County, Kenya*" for the period ending **18th September, 2021.**

Any assistance accorded to her to accomplish the assignment will be highly appreciated.

JAIRUS AMUTALA
For: COUNTY DIRECTOR OF EDUCATION
KISUMU COUNTY

Appendix V : Questionnaire

Dear Respondent,

I am conducting a study on *Rural-urban Migration for Employment in Kisumu Central Sub-County*; as part of fulfilment for the requirements of a degree of Master. You have been identified as a respondent in this study. The information you give is purely for academic purposes and will not be used for any other purpose.

Instructions

Please answer the following questions by putting a tick (✓) in the appropriate box or by writing your answer in the spaces provided.

Section I: Background Information

1. Age: 18-27 () 28-37 () 38-47 () 48-57 () 58-67 () 68 and above ()
2. Gender: Male () Female ()
3. What is your highest level of Education? Primary () Secondary ()
College Certificate () Diploma () Undergraduate ()
Postgraduate Diploma () Masters () PhD ()
4. What is your marital status? Married () Single () Separated () Divorced ()
5. What is your type of employment? Formal () Informal () Self-employment ()
6. In which sector are you employed? Agricultural () Manufacturing ()
Education () Insurance () Juakali () Construction ()
7. Which is your Home County?.....

Section II: Relationship between socio-demographic characteristics of rural-urban migrants and employment in Kisumu Central Sub-County.

8. On a scale where *1=Very Low extent; 2=Low extent; 3= Not at all; 4=High extent; 5=Very high extent*, Answer the following questions by ticking appropriately on the box where there is the statement you agree with most.

Item	RATING				
	1	2	3	4	5
More females than males migrate to Kisumu Central Sub County					
People of low economic status migrate to Kisumu Central Sub County					
People from families with a monthly income level of less than 20000 mostly migrate to Kisumu Central Sub County.					
Rural – urban migration for employment in Kisumu Central Sub County happens to everyone regardless of their levels of education.					
People of different levels of education who migrate to Kisumu Central Sub County for employment usually succeed in obtaining employment.					

Section II: Perception of rural-urban migrants on employment in Kisumu Central Sub-County.

9. Please indicate the extent to which you agree with each statement **1=Not at all; 2=Small extent; 3=Medium extent; 4=Large extent; 5=Very large extent**

Descriptive Statement	1	2	3	4	5
High expectation of job opportunities causes rural-urban migration in Kisumu Central Sub County.					
Migrants have positive perception on rural-urban migration for employment in Kisumu town					
Migrants have higher chances of getting employment in Kisumu City than the locals					

Migrants with low level of education have higher chances of getting employed than those with low level of education in Kisumu Central Sub County.					
Rural-urban migrants face discrimination from employers in Kisumu City.					
Migrants with god fathers / powerful connections have higher chances of getting employment in Kisumu Central Sub County than those without connections.					

Section IV: Coping strategies adopted by Rural-urban migrants who seek employment in Kisumu Central Sub-County

10. Please indicate some of the coping strategies adopted by migrants in this sub-county.

On a scale where *1=Very Low extent; 2=Low extent; 3= Not at all; 4=High extent; 5=Very high extent*, Answer the following questions by ticking appropriately on the box where there is the statement you agree with most.

Item	RATING				
	1	2	3	4	5
Rural – urban migrants for employment of various socio-demographic characteristics in Kisumu Central Sub County are usually weighed down by many challenges.					
Rural – urban migrants for employment in Kisumu Central Sub County cope by sharing rooms.					
Rural – urban migrants for employment in Kisumu Central Sub County cope by skipping meals.					
More male than female migrants in Kisumu Sub County cope by engaging in building and construction.					
More female than male migrants in Kisumu Central Sub County cope by engaging in washing clothes and other odd jobs.					
More female than male migrants in Kisumu Central Sub County cope by engaging in commercial sex work.					
Rural – urban migrants for employment in Kisumu Central Sub County cope by engaging in crime					
More male than female migrants for employment in Kisumu Central Sub County cope by engaging in crime.					

Appendix VI: Key Informant Interview Guide

1. Are there people who have come from other Sub Counties in search of employment in this Sub County?
2. In your opinion, do you think one's socio-economic background makes him/her migrate into the city in search of employment, and why?
3. What do you think are some of the perceptions that migrants have about employment situation in Kisumu City?
4. What are some of the coping strategies adopted by rural-urban migrants in Kisumu Central Sub-County?

Appendix VII: Translated Instruments

Hojaji

Mpendwa Mhojiwa,

Naendesha utafiti kuhusu watu kuhamia mijini kutoka mashambani ili kupata ajira katika eneo bunge la Kisumu ya Kati; ili kutimiza mahitaji ya kupata Shahada ya Uzamili. Umetambuliwa kama mmoja wa wahojiwa kwa ajili ya utafiti huu. Habari zote utakazopeana zitatimiza mahitaji ya elimu na kamwe hazitatumiwa kwa sababu nyingine yoyote ile.

Maagizo

Tafadhali jibu maswali yafuatayo kwa kuweka tiki (✓) kwenye kijisanduku sahihi au kwa kuandika majibu yako kwenye nafasi iliyoapeanwa.

Sehemu I: Habari ya Asili

1. Umri: 18-27() 28-37 () 38-47 () 48-57 () 58-67 () 68 na zaidi ()
2. Jinsia: Kiume () Kike ()
3. Kiwango chako cha juu cha elimu ni kipi? Msingi () Sekondari () Cheti cha Taasisi () Stashahada ()]Shahada ya kwaza ()] Stashahada ya Uzamili () Uzamili () PhD ()
4. Umejiriwa? Ndio () La()
5. Ajira yako ni ya aina gani? Rasmi () Si rasmi () Kujiajiri ()
6. Umejiriwa kwenye sekta ipi? Kilimo () Viwanda() Elimu () Bima() Juakali() Ujenzi ()
7. Kaunti yako ya nyumbani ni ipi?.....

Sehemu ya pili: Uhusiano Kati ya watu wanaotoka mashambani na ajira katika eneo bunge la Kisumu ya Kati

8. Kwa kiwango cha wapi 1= chini sana; 2=chini; 3= Hapana Kabisa; 4=Juu; 5=Juu sana. Jibu maswali yafuatayo kwa kuweka tiki sambamba na kauli unayounga mkono.

Kauli ya Maelezo	Alama				
	1	2	3	4	5
Wanawake wengi kuliko wanaume huhamia Kisumu ya Kati					
Watu wa kiwango cha chini cha kiuchumi huhamia Kisumu ya Kati					
Watu kutoka familia zilizo na mapato ya chini ya shilingi 20,000 huhamia Kisumu ya Kati					
Kuhama kutoka vijijini kwenda mijini, hasa Kisumu ya Kati, hufanyika kwa kila mmoja bila kuzingatia kiwango cha elimu					
Watu wa viwango tofauti vya elimu ambao huhamia Kisumu ya Kati mara nyingi hufanikiwa kupata kazi					

Sehemu ya tatu: Mtazamo wa watu wanaohama kutoka vijijini kuhusu ajira Kisumu ya Kati

9. Tafadhali onyesha kiwango cha jinsi unavyokubaliana na kila kauli

1=Hapana kabisa; 2=Kiwango kidogo; 3=Wastani; 4=Kiwango cha juu; 5=Juu sana

Kauli ya Maelezo	1	2	3	4	5
Matarajio makuu ya ajira husababisha watu wengi kuhamia mijini kutoka mashambani Kisumu ya Kati					
Wanaohamia mijini wana mtazamo chanya kuhusu kuhamia mijini kupata kazi Kisumu ya Kati					
Wanaohamia mijini wana nafasi kubwa ya kupata ajira Kisumu ya Kati kuliko wenyeji					
Wahamiaji walio na kiwango cha juu cha elimu wana nafasi kubwa ya kupata kazi ikilinganishwa na wale wa kiwango cha					

chini cha elimu Kisumu ya Kati					
Wahamiaji hubaguliwa na waajiri Kisumu ya Kati					

Sehemu ya IV: Mbinu za kupata ajira zinazotumiwa na wahamiaji ili kupata kazi

Kisumu ya kati

9. Tafadhali onyesha baadhi ya mbinu ambazo hutumiwa kuvumilia na wahamiaji Kisumu ya Kati. Kwa kiwango cha 1=Chini sana; 2=Chini; 3= Hapana Kabisa; 4=Juu; 5=Juu Sana, jibu maswali yafuatayo kwa kuweka tiki sawa sawa kwenye kijisanduku kilicho na maelezo unayokubaliana nayo zaidi

Kauli ya Maelezo	Alama				
	1	2	3	4	5
Wahamiaji wa matabaka mbali mbali kutoka vijijini kwenda mijini kutafuta ajira Kisumu ya Kati mara nyingi huvutwa chini na changamoto nyingi					
Wahamiaji wanaoingia Kisumu ya Kati kutafuta kazi hutumia mbinu ya kuishi wengi kwenye chumba kimoja kama ishara ya kuvumilia					
Wahamiaji wanaoingia Kisumu ya Kati huvumilia kwa kukosa chakula katika vipindi tofauti					
Wanaume wengi ikilinganishwa na wanawake hujipanga kwa kushiriki kazi za mjengo					
Wanawake wengi kuzidi wanaume huvumilia kwa kuosha nguo na kazi nyingine zisizo rasmi au maalum					
Wanawake wengi kuliko wanaume huvumilia kwa kushiriki biashara ya kuuza miili yao.					
Wahamiaji wanaotafuta kazi Kisumu ya Kati huvumilia kwa kushiriki uhalifu					
Wanaume wengi ikilinganishwa na wanawake hujipanga kwa kushiriki uhalifu					

Maswali Muhimu kwa Mhojiwa

Je, kuna watu ambao wametoka katika maeneo bunge mengine kutafuta ajira katika eneo bunge hili?

Kwa maoni yako, unadhani hali ya kiuchumi ya mtu humfanya kuhamia mjini kutafuta kazi, na kwa nini?

Unadhani kwamba ni aina gani ya mtazamo walio nao watu wanaohamia mijini kuhusu hali ya ajira Kisumu ya Kati?

Mbinu zipi za kuvumilia ambazo hutumiwa na wanaohamia mjini katika eneo bunge la Kisumu ya Kati?

Penjo

Ne Jaduok penjo,

Atimo nonro ewi dar oganda ekor gweng' kadhi eboma manyo tich e Kisumu Central Sub-County kaka yor chopo dware mar somo mara mar Master Degree. Oyangi kaka jaduok penjo e nonroni. Ler makende maichiwo en mar yor somo kendo ok bi tii godo eyo machielo.

Chike

Duok penjogi ka iketo tick (√) e box kata ka indiko duoko e thuolo ma ochiw.

Kidieny I: Ler mari

1. Hiki: 18-27 () 28-37 () 38-47 () 48-57 () 58-67 () 68 kadhi nyime ()
2. Chuech: Dichuo/wuoyi () Miyo/nyako ()
3. Rang'iny mari mamalo mar somo? Primary () Secondary () College () Certificate () Diploma () Undergraduate () Postgraduate Diploma Masters () PhD ()
4. Be ondiki etich? Kamano () Ooyo ()
5. Itimo tich ekido mane? Ondiki () Tich lwedo () Indikori kendi ()
6. Ondiki ekidieny mane mar tich? Pur () Theth () Tiegruok () Okumba() Juakali() Gedo()
7. County mari ma dala en mane?.....

Kidieny II: Tudruok ekind chalk wan oganda madar e gweng' kadhi eboma kod weche tich e Kisumu Central

8. E ratil/rapim kama 1=Ok ayie go ahinya; 2=Ok ayie godo matin; 3= Ok ayie godo; 4=Ayie godo; 5=Ayie godo ahinya, Duok penjogi ka igoyo tick ei box ma iyie godo

THUON WACH	Rapim				
	1	2	3	4	5
Mine/nyiri mathoth maloyo chuo dar dhi Kisumu Central Sub-County					
Jogo mayutogi nipiny dar dhi Kisumu Central Sub- County					
Jogo mawuok e anyuola mayutogi edwe tin ne sh.20000 dar dhi Kisumu Central Sub-County.					
Jogo mawuok e anyuola mayutogi edwe tin ne sh.20000 dar dhi Kisumu Central Sub-County.					
Dar egweng kaidhi Kisumu Central Sub-County timore ne ng'at ang'ata maok ong'ii sombe.					
Jogo man kod rang'iny mopogore mar somo ma dar dhi Kisumu Central Sub-County manyo tich bedo gi hawi maber mar yudo tich.					

Kidieny mar III: Paro mar jogo madar dhi eboma ewi weche tich e Kisumu Central Sub- County

9. Ket kaka iyie gi wehegi.

1=Ok kamano; 2=Ayie godo matin; 3=Ayie godo ediere; 4=Ayiego e okang' mamalo; 5=Ayie godo e okang' mamalo ahinya

Wach ma ing'iyio	1	2	3	4	5
Duaro man malo komakore gi tich miyo ji dar egweng' kadhi Kisumu Central Sub-County					
Jogo madar dhi ebombe nigi paro maber ewi yudo tich eboma ma Kisumu					
Jogo mawuok oko nigi nyalo mamalo mar yudo tich eboma ma Kisumu kipimo gi jokanyo hie					

Jok ma dar dhi eboma to nigi rang'iny mamalo mar somo nigi nyalo mamalo mar yudo tich ka ipimo gi jogo ma sombgi nipiny e Kisumu Central Sub-County					
Jogo madar dhi manyo tich eboma yudo akweda kuom jochiw tich eboma ma Kisumu					
Jogo madhi manyo tich eboma to nigi tudruok nigi nyalo mamalo mar yudo tich e Kisumu Central Sub-County kipimo g imago maonge tudruok					

Kidiény Mar IV: Yore ma jogo madhi ebombe tiyogo eyudo tich e Kisumu Central Sub County

10. Yie iyang kit kaka jok mabiro e sub-countyni odago ngimagi. E rapim kama 1=Ok ayie go ahinya; 2=Ok ayie godo matin; 3= Ok ayie godo; 4=Ayie godo; 5=Ayie godo ahinya,

Duok penjo gi ka igoyo tick kama nitiere duoko ma iyie godo.

Thuon Wach	Rapim				
	1	2	3	4	5
Jogo madar e gweng' kadhi manyo tije mopogore e Kisumu Central Sub- County kadhoe achiedh nade mathoth.					
Jogo madar e gweng' kadhi manyo tich e Kisumu Central Sub-County dak eudi kata ot achiel gi jowadgi.					
Jogo madar e gweng' kadhi manyo tich e Kisumu Central Sub-County odak gi kadho chiemo kata migago e odiochieng'.					
Chuol/yawuoyi mang'eny molooyo mine/nyiri madhi eyor tich e Kisumu Central Sub-County odak gi tije gedo mata mijengo.					
Nyiri/mine mathoth maloyo chuo madhi manyo tich e Kisumu Central-Sub- County timo timo tich luoko lewni kod tije mamoko matindotindo.					
Nyiri/mine mathoth maloyo chuo madhi manyo tich e Kisumu Central-Sub-county timo tich uso ringregi kata opamo.					
Jogo madar e gweng' kadhi manyo tich e Kisumu Central Sub-County dago ngima giweche njore/maundu.					
Chuol/yawuoyi mang'eny molooyo mine/nyiri madhi eyor tich e Kisumu Central Sub-County odak gi timbe njore.					

Penjo Mochuno Ahinya

1. Bende nitiere jok ma osewuok e Sub-Counties mamoko kabiro manyo tich e Sub-Countyni?
2. Gi pachi, be iparo ni chal dak kod yuto mar ng'ato nyalo miyo odar odhi manyo tich eboma, nang'o?
3. Gin paro mage ma jogo madhi eboma ni godo ewi tich eboma ma Kisumu?
4. Gin yore mage ma jogo madar egweng' kadhi eboma keto mar neno ni gidonjo makare e ngima mar boma e Kisumu Central Sub-County?