



TURKANA UNIVERSITY COLLEGE

(A Constituent College of Masinde Muliro University of Science and Technology)

1ST VIRTUAL MULTIDISCIPLINARY CONFERENCE

MEETING LINK:

Thursday, June 24 • 8:00am – 4:00pm (Day 1)

Google Meet joining info

Video call link: <https://meet.google.com/kbj-ehuw-byw>

THEME

Science, Technology, Education and Business

for Sustainable Development in the Wake of

Covid-19 Pandemic

ONLINE PROGRAMME AND ABSTRACTS

THURSDAY, 24TH JUNE, 2021 - FRIDAY, 25TH JUNE, 2021

DAY ONE: THURSDAY, 24TH JUNE, 2021

TIME (Hrs)	ACTIVITY	RESPONSIBLE
OFFICIAL OPENING OF THE CONFERENCE		
Chair of Session: Dr. Peter Edome Otieno		Rapporteur: Dr. Evans
0800 – 0830	Log-in and Registration	Secretariat
WELCOMING REMARKS		
0830 – 0920	Dr. Evelyn Kanus -Ag. Director Research, Partnerships and Collaborations	Dr. Peter Edome
	Prof. George Muthaa - Ag. Deputy Principal (Admin., Planning and Finance). Prof. Clifford Machogu - Ag. Deputy Principal (Academic and Student Affairs)	Dr. Evelyn Kanus
0920 - 0940	OPENING REMARKS Prof. George Chemining'wa - Ag. Principal	Prof. Clifford Machogu
SESSION ONE SUB-THEME: SCIENCE AND TECHNOLOGY FOR SUSTAINABLE DEVELOPMENT		
Moderator: Dr, Peter Edome Rapporteur:Mr. Jeremiah Onunga		
0940- 1000	Kenneth. K. Sirma Calculation of Charge Radius of Nuclei Using the Modified Coulumb Energy Formula for Nuclei.	
1000 - 1020	W. Wanyonyi, Ayubu O. Anapapa, Koech Julius, Betty C. Korir Exploration of D-, A-, I-, and G- Optimality Criteria in Mixture modeling.	
1020 - 1040	Ndiritu James, Isaac W. Mwangi, Ruth N. Wanjau, Jane Murungi Kinetics and Equilibrium studies of <i>p</i> -Nitrophenol in Model aqueous solutions using Raw and Quaternised thorn melon (<i>Cucumis metuliferus</i>) peels.	
1040 - 1100	HEALTH BREAK	
1100 - 1120	Benjamin Kiptoo Rop *, J. Koech and A. Otieno Modeling Key Drivers of Under-Five Child Malnutrition in Marsabit County, Kenya: Application of the Logit Model.	
1120 –	Hillary K. Choge	

1140		Extrinsic Spin Hall Effect in Cu _{1-x} Ir _x Alloys From First Principles.
1140 - 1200		W. K. Cheruiyot Economic Analysis of a Stand-Alone Residential Home Solar PV System in Western Kenya.
1200 - 1220		Hezekiah K. Cherop and Kenneth K. Sirma Designer nuclei and some of their properties.
SESSION TWO		
SUB-THEME: EDUCATION FOR SUSTAINABLE DEVELOPMENT		
Moderator: Dr. Susan Ouko Rapporteur: Mr. Tioko Logiron		
1220 - 1240		Dr. Benjamin Towett Koross Influence of Different Teachers on Learners' Achievement Categories in English Speech Functional Writing Skills Among Secondary School Learners in Kenya.
1240 - 1300		Lucy Akinyi Eunice Influence of Per Student Expenditure on Learning output in Science and Mathematics in Public Secondary Schools in Siaya County.
1300 - 1320		Julius Kipkorir A. Chepkwony Postmodernist Crisis: A Gothic Approach in Fiona's <i>The Gilded Ones</i> and Okorafor's <i>Lagoon</i> .
1320 - 1340		Dr. Gervasio Miriti , Dr. Norah Atambo An Analysis of The Intertextuality of Social Media Discourse of Chuka University Students on WhatsApp Platforms.
1340 - 1400		Dr. Evelyn Kanus and Mr. Kipsat K. Elias Secondary School Students' Perceptions on the Influence of Guidance and Counselling Services on their Social Adjustment in Keiyo North Sub County, Kenya.
1400 - 1440	KEYNOTE SPEAKER Prof. Njoki Wane- Professor and Chairman, Department of Social Justice Education, Institute for Studies in Education. University of Toronto. Canada	Prof. George Chemining'wa / Dr. Susan Ouko

TUC Multi Disciplinary Conference

Friday, June 25 · 8:00am – 4:00pm

Google Meet joining info

Video call link: <https://meet.google.com/wjb-ejfv-ooj>

DAY TWO: FRIDAY, 25TH JUNE, 2021		
TIME	ACTIVITY	RESPONSIBLE
0800-0830	Log-in and Registration	Secretariat
SESSION THREE		
SUB-THEME: BUSINESS FOR SUSTAINABLE DEVELOPMENT		
Moderator: Mr. Darius Bosire		
Rapporteur: Mr. Gilbert Nyakundi		
0830- 0850	Beatrice Akinyi Ondago, Prof. Tom Nyamache and Dr. Henry Ongori An Investigation on the Extent to Which Training & Development Determine Staff Retention Strategies: A case of Turkana County Government.	
0850- 0910	Mida Abel Msamba, Dr. Abel Ansporthy and Prof, Clifford Machogu Contribution of ATM Technology to Effective and Convenient Bank Services Delivery During Covid-19 Global Crisis in Tanzania.a Case of Commercial Banks in Mwanza City, Tanzania.	
0910- 0930	Mr. Joseph E. Lotwel, Dr Henry Ongori Dr Miriti Gervarsio Assessment of Social Cultural Factors That Influence the Level of Women Participation in Development: A Case Study of Turkana Central Sub-county, Turkana County, Kenya.	
0930- 0950	Dr K. Sankar Ganesh, Prof Tom Nyamache and Dr B Jayanthi. An Examination of Customer Satisfaction Among the Customer of State Bank of India With Special Reference to Virudhunagar.	
0950- 1010	Nderui Ndung’u, Dr. Susan Were, Dr. Patrick Mwangangi Influence of Procurement Expertise on Procurement Regulatory Compliance Level in Public Universities in Kenya.	
1010- 1030	Collins Ochieng Obura, Noor Ismael Shale Clive Mukanzi Obura Purchasing Ethics Influence on Performance of Procurement Function.	
1030- 1050	Paul Odongo Organizational Communication Responses to COVID-19 Pandemic: Effectiveness of Strategies and Practices Used by Organizations in Turkana County.	

SUB –THEME: CROSS CUTTING ISSUES

Moderator: Dr. Evans Otieno

Rapporteur: Mr. Tioko Logiron

1050-1110	Nancy Kisala Covid 19 Crisis and Youth Unemployment.
1110-1130	Isaiah Ochieng Abillah, Prof. Richard Juma, Prof. Clifford Machogu· Dr. Benson Mwangangi Gender Roles in Wetlands Conservation and Restoration in Murang’a County, Kenya
1130-1150	Barasa Ramadhan Makokha, Dr.Mukunzi Clive Malietso, Dr. Nyang’au Samson Assesment of Collaboration as Criterion for Sustainability of Community Based Public Health Projects in Western Kenya.
1150-1210	Prisca Wabuti Mwanza, Gregory George Namusonge and Elizabeth Nambuswa Makokha. Influence of Project Risk Practice on Performance of Construction Projects in Kenya.
1210-1230	Sylvanah Karimi Mwabu Gender and Global Crisis, Social Economic Impact of Covid-19 on Vulnerable Young Women and Girls.
1230-1250	Gilbert Nyakundi Okebiro. Religious Perspective of Societal and Community Development During Covid-19 Sandemic era and sustainable Development Africa.
1250-1310	Lusire Lumumba. Strategies to Improve Effectiveness of Rehabilitation Interventions for Street Children’s Social Development in Kakamega Central Sub-County, Kenya

ABSTRACTS

SUB-THEME ONE

SCIENCE AND TECHNOLOGY FOR SUSTAINABLE DEVELOPMENT

SUB THEME ONE

SCIENCE AND TECHNOLOGY FOR SUSTAINABLE DEVELOPMENT

Coulomb Energy Formula for Nuclei

Kenneth K. Sirma

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Abstract

Nuclear charge radius is an important macroscopic variable that determines the magnitude and extent of the Coulomb potential within the boundaries of the atomic nucleus. An expression for the modified Coulomb potential valid for the atomic nucleus has been used to obtain an expression for the nuclear charge radius. The calculated values for the nuclear charge radius have been compared with the experimentally observed values for the nuclear charge radius. Excellent agreement between the calculated nuclear charge radius and the experimentally observed nuclear charge radius leads to a modified Coulomb potential relation that can be used to calculate more accurately the binding energy for the nucleus. The average deviation of nuclear charge radius is calculated for 957 nuclei to establish the better agreement between the calculated nuclear charge radius and the experimentally observed nuclear charge radius and the value of the average deviation is 0.30297fm, which is small.

Keywords: Nuclear charge radius, Coulomb Energy, Core radius, Super Heavy Nuclei.

Exploration of D-, A-, I-, and G- Optimality Criteria in Mixture modeling

Samson W. Wanyonyi¹, Ayubu O. Anapapa², Koech Julius¹, Betty C. Korir¹

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Abstract

A design optimality criterion, such as D-, A-, I-, and G- optimality criteria, is often used to analyze, evaluate and compare different designs options in mixture modeling test. A mixture test is an experiment where the descriptive variable and response rely only on the mixture's relative ratio in the mix but not its composition. The study geared toward exploring D-, A-, I-, and G- optimality criteria and their efficiency in determining an optimal split-plot design in mixture modeling within the presences of process variables. We evaluated and discussed in detail D-, A-, I-, and G- optimality criteria based on literature review. We also explored and examine why I- and D-optimal criteria are often involved within the formulation of an optimal design in the context of mixture process variable settings. We recommend that optimality criterion must always be used when assessing the various styles of designs so as to search out a desirable design that matches a combination model.

Key Words: mixture designs, optimality criteria, optimal designs

Kinetics and Equilibrium studies of *p*-Nitrophenol in Model aqueous solutions using Raw and Quaternised thorn melon (*Cucumis metuliferus*) peels

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Abstract

Phenolic compounds are injurious to human and animal health, for instance PNP is an eye

irritant and its ingestion or inhalation brings about vomiting, sleepiness, headaches and ataxia. Interaction of PNP with blood leads to confusion, cyanosis and unconsciousness. Conventional water treatment methods for example; use of activated carbons involve high production cost hence not attractive to many needy people. It's important to explore on cheaper alternatives for removing PNP from drinking water. The current inquiry deals with the utilization of thorn melon (*Cucumis metuliferus*) peels in their raw and modified forms as adsorbents for PNP. Raw thorn melon peels were modified using a quaternary ammonium salt and then applied for the uptake of *p*-Nitrophenol (PNP) from aqueous media. The influence of experimental parameters: concentration, contact time, pH, sorbent dose, temperature and initial concentration were investigated. The adsorbent materials were characterized using FTIR. The adsorption behavior of the PNP was studied using Langmuir and Freundlich isotherm models. The physical sorption load was 12.79 and 16.31 mg/g for raw and quaternised thorn melon peels respectively from Langmuir adsorption equation. Uptake of PNP on adsorbent was indicated to rise with decreased initial concentration and lowering pH to a value of 3. This study showed that thorn melon peels are friendly to the environment, cheap biosorbents and useful which can be applied for the uptake of PNP from drinking water especially in quaternised form.

Key Words: Thorn melon, Adsorption, quaternised, *p*-Nitrophenol, Isotherms.

Modeling Key Drivers of Under-Five Child Malnutrition in Kenya’s Arid and Semi-arid lands Using Generalized Linear Models – Case Study of North Horr and Laisamis Sub-counties of Marsabit County.

Benjamin Kiptoo Rop* , J. Koech and A. Otieno

Department of Mathematics and Computer Science, University of Eldoret, Kenya.

Abstract

Malnutrition remains one of the major problems in developing countries affecting both adults and children under 5 years. In Kenya, Arid and Semi-arid Lands (ASAL) suffer high rates of acute malnutrition above recommended levels by the World Health Organization. The severity of the crisis varies among specific groups, such as children under the age of five years. The main determinants of wasting include but are not limited to poor nutrition of women during pre-conception, pregnancy status and lactation; poor infant feeding; poor environmental conditions within households where children live; poor health-seeking behaviors among women in the reproductive age and poor maternal health. Therefore, this study aimed at investigating the underlying factors that affect childhood nutritional status and propose appropriate interventions in Marsabit County and other ASAL counties in Kenya. The study targeted 451 respondents of children less than five years from both North-Horr and Laisamis Sub Counties in Marsabit County. This study was a cross-sectional survey that utilized data of the SMART Survey of July 2019 in Marsabit County. The use of generalized linear models was employed and parameters of interest estimated. Results showed that 29.3 percent of the children were acutely malnourished meaning 70.7 percent were healthy. There was an insignificant difference between household food security and child malnutrition status (p -value = 0.842). Factors such as the age of caregivers, household size, the gender of the child, and the level of education of caregivers, if the child was weighed at birth, source of income, the occupation status, and the distance to the water source remained insignificant at a multivariate level. However, factors such as full-term maternal pregnancy, the child being ill for the past two weeks, and the study site were strong significant factors affecting the status of childhood malnutrition. Moreover, mothers with full-term pregnancy up to the birth were 53 percent less likely to have malnourished infants when compared to their counterparts whose pregnancy was not term. Caregivers who were herders were 1.29 times more likely to have their children undernourished than their counterparts in other occupations [AOR=1.29, 95% CI=0.546-3.057]. The other important results

were that mothers/caregivers who traveled more than half a kilometer were twice more likely to have their children malnourished than those who had traveled less than half a kilometer [AOR=2.00, 95% CI=1.282-3.190]. Based on the findings, the study makes recommendations that the policymakers and the entire county government of ASAL counties should build more social amenities that provide pregnant women with full-term maternal checkups for both antenatal and postnatal care. Moreover, the County government of these counties should lobby and mobilize resources for food aid or cash transfers to households with Severe Acute Malnutrition (SAM) and Moderately Acute malnutrition (MAM) cases to curb the high rate of acute malnutrition make water available close to households so that the women/caregivers minimize the distance to a water source and have sufficient time to be with their infants.

Keywords: Binary logistic Malnutrition model; global acute malnutrition; Adjusted Odds Ratio; Kenya.

Extrinsic Spin Hall Effect in $\text{Cu}_{1-x}\text{Ir}_x$ Alloys From First Principles

Hillary K. Choge

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Department of Renewable Energy and Technology, Turkana University College, Kenya.

Abstract

We report the Spin Hall Effect in $\text{Cu}_{1-x}\text{Ir}_x$ systems from first principles resulting from systematic addition of Ir into the Copper. We perform electronic structure and transport calculations using Density Functional Theory (DFT) based on LMTO and that the spin Hall angle is dependent on the Ir concentration. The spin Hall angle is also found to vary slightly with temperature for a temperature range between 100 K and 400 K. It is found that addition of impurities is a promising way of tuning the spin Hall angle with a view to achieving a large value for application in spintronic devices. We separate the individual contribution from different mechanisms and that the skew scattering is dominant with both intrinsic and side jump making significant contributions.

Key words: Spintronics, Spin Hall Effect, extrinsic, side jump

Economic Analysis of a Stand-Alone Residential Home Solar pv system in western kenya

W. K Cheruiyot

Abstract

Energy consumption in the world is posing a challenge due to its continuous growth, and to solve the problem, traditional sources need be replaced with alternative ones. With Covid 19 pandemic vaccination rollout, more power is required to ensure that most vaccines reach the villages (clinics) at recommended temperature of between -15°C and 3°C . These calls for modular and portable source of power able to supply energy to villages not connected to the grid especially in many developing countries. The SDG7 committed the world countries to work together and provide access to electricity to all by the year 2030. In response to this agenda, the Kenyan government has expanded the national grid supply across the country through the Rural Electrification Authority (REA), but the rate of connectivity in the rural regions is still very low despite the presence of the grid infrastructure. In addition, the government sought to increase access to electricity through solar energy in remote, low density and traditionally underserved counties through Kenya Off-Grid Solar Access Project (K-OSAP). However, integration of PV power generators into the energy mix requires the right approach to design and operational planning due to fluctuation of their outputs. Sizing of an off-grid PV system is necessary at the planning stage to make it cost effective with regard to load demand and upfront cost. This paper present an economic study design of solar energy potential in Western Kenya Region using 100 W installed stand-alone PV system in a residential home as a case study through life cycle cost analysis method. Results show that the investment will be recovered in 6.38 years and levelized cost of energy of 3.5/kWh is attainable.

Keywords: Solar energy, Off-grid PV system, residential energy demand, Life cycle cost analysis.

Designer Nuclei and Some of Their Properties

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Abstract

Designer nuclei are those nuclei that rarely exist in nature as stable nuclei. They are a consequence of the fabrication process at the scale of atomic nuclei. Designer atomic nuclei are new, rare isotopes, with unusual numbers of protons or neutrons with unusual decay modes. For instance, super heavy isotopes of light elements such as $^{11}_3\text{Li}$, have a very high ratio of neutrons to protons ($\frac{N}{Z} = \frac{8}{3}$) such that the neutrons in $^{11}_3\text{Li}$ have very low binding energy. The size of $^{11}_3\text{Li}$ is roughly $10\text{fm} = 10^{-14}\text{m}$ (it stretches to a longer size) which corresponds to roughly ten times the volume of the stable ^6_3Li nucleus, and it has the size of $^{220}_{86}\text{Ra}$ nucleus. The $^{11}_3\text{Li}$ nucleus has a diffuse surface of neutron matter, and this is due the fact that quantum mechanically the wave function of the neutrons can extend far beyond the normal range of the nucleus. The existence of such nuclei allows the study of interaction of neutrons in pure neutron matter, such as neutrons stars, and also in the case of finite nuclei N_ZX where $N \gg Z$. In such a system it can be assumed that the core of the nucleus is made up of Z neutron-proton pairs (deuterons) which are surrounded by the unpaired neutrons ($N-Z$). As the neutron number becomes very large compared to the proton number, variation of the charge radius of the nucleus can also be studied. Such calculations can assist in the development of new nuclear theory.

Keywords: Designer nuclei, Neutron excess, Bogoliubov technique, Isotopes, Finite nuclei.

SUB- THEME TWO

EDUCATION FOR SUSTAINABLE DEVELOPMENT

Influence of Different Teachers on Learners' Achievement Categories in English Speech Functional Writing Skills Among Secondary School Learners in Kenya.

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Abstract

Functional speech writing is a pragmatic use of language for social and personal expression. It is a universal communication tool that determines achievement of students' lifelong goals. functional writing skills

recorded the lowest mean score in the Kenya certificate of secondary education (K.C.S.E) examination at 33.7% compared to 62.5% for cloze test and 45.6% for oral skills, for period 2011 to 2019 as revealed by KNEC examination reports . Performance of functional writing skills in the country has been below C+. The purpose of the study was to establish the Influence of different Teachers on Learners' Achievement Categories in English Speech Functional Writing Skills Among Secondary School Learners in Kenya. The objectives of the study was to: establish the Influence of learners' achievement categories on English functional writing among secondary school learners in West Pokot County, Kenya. The study used descriptive survey and correlation study designs. The study population consisted of 2580 Form 4 students who had been taught all functional skills and 34 teachers of English subject from 34 schools. The study used saturated sampling technique to select 31 teachers while Krejcie and Morgan table was used to determine sample size of 334 students who were then randomly sampled. Data collection was done through learners' achievement test. Pilot study comprised of 3 teachers of English and 250 students from 3 secondary schools. A pilot study was done to establish the reliability of the instrument through test – retest reliability method the same test administered to the same sample on two different occasions. Supervisors from the Department of Educational Communication Technology, and Curriculum Studies of Maseno University ascertained content validity of instruments. Descriptive statistics (percentages and mean), were used to analyze quantitative data. A random effect model was used to show the magnitude of relationship between variables. The findings revealed that the average student performance in speech writing was below average 46 (sd: 21.7). The median student mark was 50 (ranging 25-60). The study concludes that teacher preparedness was the most significant factor. The study recommended that teachers should prepare well to meet need of the learners.

Key Words: Functional speech writing skills, Achievement

**Influence of Per Student Expenditure on Learning Output in Science and Mathematics in Public
Secondary Schools in Siaya County, kenya**

Lucy Akinyi Eunice

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Abstract

School environment which equipped with standard requirements is likely to bring about better learning output. Invariably, the documentation of policy standard learning requirement is availed and made reference to by learning institutions for quality learning. However, the continued low learning outputs have been a sore in the public scene every time secondary education summative evaluation results are released. This is despite the increased government expenditure to education. The students learning output is an important indicator of the quality of learning in schools. The sustainable development goal period of 2015- 2030 has seen many governments focus on quality education and 100 percent completion for improved productivity, focusing on sustainable development goal four to ensure equitable and inclusive education. However, many countries are reported to be already off the track in achieving the vision. Globally, the education stakeholders are interested to comprehend the issue quality education in various continents of the world. Quality education is significant in increasing the economic productivity and growth of a country. Stakeholders are keen in achieving maximum learning output from the quality variables injected in the education process. However, maximum output cannot be achieved by simply assuming that all schools are equipped in the same manner thus expecting maximum output from each of the units. This study sought to determine the influence of per on students learning output in public secondary schools in Siaya County, Kenya. The specific objectives of the study were: to establish the influence public expenditure and private expenditure on learning output in public secondary schools in Siaya County, Kenya The study was underpinned on the education production functions model by Hanushek (2008). The study adopted a convergent parallel mixed methods approach and employed descriptive, correlational and regressive research designs for quantitative approach and direct quotes for qualitative approach. The study comprised of all the principals, teachers and students at a target population of 2223 participants. A sample size of 360 respondents was used. The average termly class mean scores was used to measure the students' quality learning output in the schools. Principals, teachers and students' questionnaires, interview guides, document analysis guide and lesson observation schedule were used to collect data on quality school variables and learning output. *Test re-test method was used to ascertain reliability of the instruments.* The quantitative data was analysed using descriptive and inferential statistics and presented in tables and graphical format, while the qualitative data was analysed thematically and presented in quoted texts. The study found a positive relationship between per students' expenditure and learning output at $R=.878$. This is an indication that the ministry of education should be keen to ensure the provision of the standard quality variables to schools because they contribute to quality learning in the schools. In conclusion, per student expenditure had a greater influence on learning output. the national school category were best equipped and drew the highest per student expenditure, though all the study schools fall short of the policy standards with the predictor variables. The study

recommended that the national government should increase grant on general and ICT infrastructure fund in schools.

Key Words: Education for all, Private expenditure, Public expenditure, Equity in education, Effective learning, Efficiency in Education, Education Resources, Sustainable Education, and Education Outcomes.

Postmodernist Crisis: A Gothic Approach in Fiona's *The Gilded Ones* and Okorafor's *Lagoon*.

Julius Kipkorir A. Chepkwony

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Abstract

This study is premised on a critical analysis of Fiona's and Okorafor's selected texts as Gothic textualities that are inhabited by postmodernist crisis of the twenty first century. As a literary space, the Gothic Postmodern genre invokes phantasmagoria and use it as a crux to navigate the interrogation of the socio-cultural life. The study explores a Gothicized paradigm in approaching social issues as espoused in selected literary texts that were primarily chosen since they chronicle the present hauntologies and existentialism. The need to analyze postmodern challenges domiciled within Gothicity requires a theoretical perspective that roots for the merging of Gothicism and postmodernism. Thus, the theoretical framework which allowed the chiseling out of elements manifesting the postmodernist crisis for analysis and interpretation was located in the emerging theory of Gothic-postmodernism as propounded by Maria Beville. This theoretical framework allowed the selected texts to be read, analysed, interrogated and interpreted. Qualitative research method that is library based was employed. A close reading was done and relevant data was coded and uncoded for interpretation. Through purposive sampling, Fiona's *The Gilded Ones* (2021) and Okorafor's *Lagoon* (2014) were chosen as primary texts. The study engaged in an interpretivist research design of selected texts and any other secondary data that aided in qualitative interpretation of the issue at hand. It contributes to the on-going polemics surrounding Gothic-postmodernism in African Literature. The conclusions drawn make significant contribution to different

approaches and negotiations of handling dehumanizing postmodern crisis.

Key Words: Existentialism, Gothic, Hauntology, Phantasmagoria, Postmodern.

An Analysis of the Intertextuality of Social Media Discourse of Chuka University Students on Whatsapp Platforms

Dr. Miriti Gervasio, Ph.D

School of Education and Social Sciences

Turkana University College

Dr. Norah Atambo, ph.D

Kenyatta University

Abstract

The earliest forms of the internet were developed in the 1960s whereas the first recognizable social media site was created in 1997. Since then, Social media has greatly influenced the way people communicate with one another and continues to gain popularity owing to the technological milestones made in the world of communication. As people communicate via social media interaction platforms, language naturally and inevitably experiences some changes. Therefore, there was a need to undertake a linguistic study to account for such changes and developments in language use. The main concern of this study was to analyze the university students' social media discourse. The discourse analyzed sprung from WhatsApp interaction platforms. The WhatsApp groups utilized were those formed by Chuka University students in Tharaka Nithi County, Kenya. Particularly, the following objective guided the study: to demonstrate the intertextuality nature of social media discourse. The study employed a multimodal semiotic approach as the analytic tool. A descriptive research design and the qualitative technique were employed to analyze data. Both Snowball and purposive sampling procedures were used. Snowballing was used to establish the WhatsApp groups that were used by the students, while purposive sampling procedure was used to selectively collect texts from WhatsApp groups. The texts that were purposively selected were those that demonstrated the intertextuality nature of social media discourse. The researchers collected ten texts and this sample was adequate for this study. The rationale for choosing WhatsApp was the fact that there was a paucity of linguistic studies based on this interaction platform despite its popularity. The study findings revealed that social media discourse exhibit intertextuality in

which language is dexterously and creatively used. This study sheds light on the language usage and its dynamics. It is hoped that it will enrich knowledge on Multimodality and Semiotic Theory.

Key words: Social media discourse, multimodality and intertextuality.

Secondary School Students' Perceptions on the Influence of Guidance and Counselling Services on their Social Adjustment in Keiyo North Sub County, Kenya

Dr. Evelyn Kanus and Mr. Elias K. Kipsaat .

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Abstract

Students in secondary schools have to adjust to the school environment, relationships and demands of life.

Therefore, guidance and counselling offers an opportunity through which the above mentioned adjustment can occur. This paper investigates secondary schools students' perceptions on how guidance and counselling services influence their social adjustments in selected public secondary schools in Keiyo North Sub County, Kenya. This paper is guided by social learning theory advanced by Albert Bandura. The target population for the study involved secondary school students. Students from 7 secondary schools out of 21 were included in the sample. The researcher collected data through questionnaires and interviews. Quantitative data was analyzed using the Statistical Package for Social Sciences (SPSS) computer programme by use of both descriptive and inferential statistics. Research results showed that more than half of students perceived guidance and counselling services to be helpful in social adjustments. ANOVA statistics showed that there existed significant difference ($p < 0.05$) in students' perceptions on the influence of guidance and counselling services on students' social adjustment. Those who rated guidance and counselling services highly had higher adjustment scores compared to those who rated provision of guidance and counselling as average or low. The study therefore recommended that guidance and counselling services need to be regularly provided to students in secondary schools to aid in their social adjustment.

Key Words: Perceptions, Guidance and Counselling, Social, Adjustment

SUB-THEME THREE

BUSINESS FOR SUSTAINABLE DEVELOPMENT

Paper Title: An Investigation on the Extent to Which Training & Development Determine Staff Retention Strategies: A Case of Turkana County Government

Authors

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School of Business and Economics; Turkana University College,
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^{3.} **Henry Ongori**
School of Business and Economics, Turkana University College
P.O. Box 69-30500, Lodwar-Highway

Abstract

World-wide the competition by organizations for talented employees is on and Kenya is not exceptional. In today's highly competitive business environment, the dynamics of talent have become a key differentiator for most businesses. Highly competent employees are migrating from Kenya to overseas for better paid jobs therefore the retention of employees is becoming a major challenge in this era of implementation of new constitution. In Kenya a lot of functions have been devolved from national government to county government. Thus, management is finding difficult to retain employee in their organizations. The objectives of the study were to determine, the extent to which training and development influence staff retention strategies. The researcher adopted a descriptive research design. A target population of 325 employees was selected across all the departments of Turkana County Government. The data was collected by use of questionnaire and analyzed by the use of Software Statistical Package for Social Sciences (SPSS) version 21. The analyzed data presented in tables, pie charts and figures for ease interpretation. The quantitative data was analyzed using percentages and mean to show the strength of particular strategies. It was established that majority of the county government employees were not aware of how the training and development motivates them to stay in the organization and at the same time they were not aware of how it gives the county government a competitive. From the findings, the study recommended that County Government should demonstrate their skills and ensure that they are

matched with the right Jobs. The County Government should also deliver a plan for employee's career plan, planning training and other opportunity to built competencies in mentoring for employee's direction.

KeyWords: Employee, Retention, Global, Competition, Migration, Training, Development

Contribution of ATM to Effective and Convenient Bank Services Delivery During COVID-19 global crisis: a case of commercial banks in Mwanza City, Tanzania

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Prof. Machogu Clifford, Turkana university College

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Abstract

The study was conducted in commercial banks, in Mwanza city, Tanzania to assess the contribution of ATM technology to effective and convenient bank services delivery during covid-19 global crisis. It specifically analyzed roles of ATM in prevention of COVID-19, convenience of the technology in bank services delivery, customers' behavioral change in using ATM during COVID-19 outbreak, adequate security system, courteous environment on Covid 19 spread, convenient and reliability of ATM technology on banking service delivery, and ATM services changes. Theoretically, the study was guided by TAM, (Technology Acceptance Model) theory to elaborate the basis for customers' adoption of ATM technology during Covid 19 Global Crisis and its impacts on banking services delivery. The dependent variable of this study was effective usage of ATMs in banking services delivery. Independent variables were improved infrastructures, updated information technology, adequate security system availability of Covid 19 prevention tools nearby ATMs. Moderating variables were decrease customers meeting, Customers washing and Sanitizing hands and increased geographical reach. The study used exploratory research design and it was carried out in commercial banks found in Ilemela and Nyamagana administrative districts of Mwanza region. A non-probability sampling procedure was adopted, particularly, convenience and purposive sampling whereby the selection of participants considered readily and easily available as well a participant with undisputed knowledge on ICT banking. The sample of 215 bank customers were involved in this study. The data were collected by using observation, interview and questionnaires tools. The units of analysis were twenty-seven banks including CRDB, CBA, BOA, Habib, Azania Bank, TIB Corp, TIB Dev, TPB, Access Bank, Stanbic,

Stanchart, Barclays, I&M Bank, KCB, NBC, Letshego, Mkombozi, Diamond Trust Bank, NMB, Ecobank, Equity Bank, Exim, Finca, FNB, Bank of Baroda, Amana Bank, TADB. Data was analyzed statistically using the Inferential statistics with an aid of SPSS statistical package.

Assessment of Social Cultural Factors that Influence the Level of Women Participation in Development: a Case Study of Turkana Central Sub-county, Turkana County, Kenya

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Abstract

Women's participation and empowerment in development in this era of globalization is very critical for achieving social justice through tackling poverty issues. However, the level of participation is still facing challenges and difficulties. In Africa women are among the poorest and economically marginalized group, although they contribute to more than a half of the Gross National Product. The situation is worsened by lack of adequate representation at all levels of decision-making. In Kenya, despite higher representation of women in parliament, women's participation is still influenced by cultural values. In Turkana County, the status of women success remains limited despite laudable efforts to promote their status in society. Due to cultural factors women are often ignored in economic and productive activities. As a result, women's knowledge and role in development is still largely unrecognized especially where socio-cultural norms reinforce unequal participation and decision-making in the community. The purpose of this study is to examine the effects of social-cultural practices on the level of women participation in development. The study employed descriptive survey research design. The main instrument of data collection was questionnaire and data was analysed by use of descriptive statistics. The findings of the study revealed that socio-cultural factors such as early marriages, polygamy, women restrictions to own land, marital status, gender disparity and roles perceived to be influencing women participation in development. The study recommends that government and private organizations should partner with the locals leaders to create more awareness on the need for women to participate in development activities.

Key words: Women, Participation; Development.

**An Examination of Customer Satisfaction among the Customers of State Bank of India with
Special Reference to Virudhunagar**

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Abstract

Customer satisfaction has become the prime subject organizations and researchers. This research has been narrowing only to the customers of State Bank of India and the sample size is 100. In this research the researcher studies the satisfaction level of SBI bank customers. This research is a descriptive research and convenient sampling technique was used. Likert 5 point scales were used ranging from Extremely satisfied to Extremely dissatisfied to measure the opinion towards customer satisfaction of SBI bank. Similarly, Likert 5-point scale ranging from Highly Likely to Highly not Likely were used to the satisfaction level of the customers towards the service provider. Chi-square test, Friedman Test, correlation, Descriptive analysis is used to analyze data. More regular the customers are satisfied with SBI bank product and services. The customer those who are associated with SBI for a short period responded negatively for few questions. The customers were attached with SBI and were not willing to switch to competitor if they experience problem in SBI bank while few of the customers were willing to switch to competitors if they experience problem with SBI bank services.

Key words: Customer satisfaction, Customer Perception, customer Expectation, Service quality and Strategies.

**Influence of Procurement Expertise on Procurement Regulatory Compliance Level in Public
Universities in Kenya**

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Abstract

This research focused on the influence of procurement expertise on procurement regulatory compliance level in public universities in Kenya.

This study adopted the ex-post facto survey research design. The target population was a total of thirty one chartered public universities in Kenya which acted as the unit of analysis. The study sample comprised of 333 respondents with respect to the unit of observation which included, chief procurement officers, Principal procurement officers, senior procurement officers and procurement officers. This study adopted a census because the sample size of the study was small. This study further used questionnaires to collect primary data similarly to the previous research projects. Questionnaires contained closed and open ended questions. The pilot study was conducted at Jomo Kenyatta University of Agriculture and Technology. Data collected from the field was coded and cleaned to remove outliers or missing values and categorized manually according to the questionnaire items using frequency distribution tables and percentages. The researcher used both descriptive and inferential statistics with the help of statistical package of Social Science (SPSS) version 24 to analyze the data.

Regression of coefficients results revealed that procurement expertise and procurement regulatory compliance level are positively and significantly related ($\beta = 0.667$, $p = 0.000$). The findings indicated that there have been a low number of training sessions conducted on procurement. The deficient professionals in the department may have contributed to the low compliance level to the regulation of procurement and performance of procurement in the public universities. The findings revealed that most of the staff are not certified to be procurement expertise through certification and registration with higher professional bodies who oversee the skills of the members and therefore ensure the members are well equipped with procurement knowledge.

It's essential to raise level of professionalism in the procurement practices. The education of the employees guarantee that the procurement officers can read and understand the set guidelines in procurement in

order to comply with the guidelines as set. Occurrences of missed deadlines in the procurement department should be minimized. Certification and registration with higher professional bodies who oversee the skills of the members ensure the members are well equipped with procurement knowledge. Procurement expertise was found to have a significant effect on the procurement regulatory compliance level.

Key words: procurement expertise, procurement compliance level, procurement regulatory, procurement expertise and procurement compliance.

Purchasing Ethics Influence on Performance of Procurement Function.

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Abstract

Public procurement requires a sensitive procurement approach which is subject to set standards and recognizes the importance of integrity, confidentiality, independence and procurement competence of the purchasing staff. This paper examines purchasing ethics influence on performance of procurement function in services state corporations in Kenya. It considers what is meant by ethical codes and the principles that underpin the general purchasing ethics in the public sector. Globally, most economies develop regulatory frameworks which enable them to realize positive procurement values, limited disclosure and independence on the procurement decisions in order to achieve efficiency, transparency and value for money. The research design adopted was survey design since it has the advantage of having great deal of information from a larger population. The ANOVA findings as explained by the

$r=0.608$ and P-Value of 0.000 which is less than 0.05 (significance level of 5%) shows the existence of good linear correlation between purchasing ethics and performance of procurement function. In addition, the significance of the observed t-value, which is greater than the critical value provides further evidence that the two variables are significantly related. The study concludes that the application of integrity, confidentiality, independence and competence makes purchasing ethics to be one of the major contributing factor towards achieving efficiency and performance of procurement function. The study recommends for service state corporations to develop codes of conduct to provide guidance to the agency values, cultural substance and set boundaries as to what is right and wrong in a given situation.

Key Words: *Integrity, Confidentiality, independence, competence and Purchasing Ethics*

Organizational Communication Responses to COVID-19 Pandemic: Effectiveness of Strategies and Practices used by Organizations in Turkana County

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Abstract

In a crisis situation, employees face challenges and pressures because they have to deal with unexpected disruption in their routine working environments with high level of uncertainty. Organizations in Turkana County are no exception and therefore the management had to come up with strategies to ensure continuity. Organizational communication strategies and practices play important roles in giving employees information, direction and support. This research aimed to explore how the responses of organizational communication strategies and practices are and how effective Organizations in Turkana County employed them to such a specific crisis: Covid-19 Pandemic, using situational crisis communication theoretical framework. This research applied qualitative approach. This research applied qualitative approach. This research involved four organizations, two business organizations and two educational organizations which were selected using maximum variation sampling technique. Four people representing each of the organizations were interviewed using inductive method. Data was analyzed using thematic analysis. The findings showed that organizational communication strategies and practices being used by all participants' departments are mostly related to the

preparation stage and the response stage of the crisis management. Early crisis management planning, forming crisis management teams and preparing supporting communication system, including providing health care facilities and communication protocols for infected employees are salient practices during the preparation stage. In the response stage, leader and horizontal communication intensively used a variety of social media and web conference applications. Interestingly, informal communication was minimized, while formal communication was conducted intensively and transparently. Furthermore, sensitivity to employees' needs and conditions as well as emphatic communication expressing positive emotion and support was perceived as positive to help employees understand the information well and to feel understood and appreciated.

Keywords: Crisis Management; Organizational Communication; Pandemic, COVID-19; Situational Crisis; Communication Theory, Turkana County

SUB THEME FOUR

CROSS CUTTING ISSUES

Covid 19 Crisis and Youth Unemployment.

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Abstract

Youth have historically faced disproportionately high vulnerabilities in the world's labor markets. They are frequently the first to be laid off during a recession, as they were during the previous global financial crisis more than a decade ago. However, the COVID-19 pandemic has had a different impact. The paper examines Youth unemployment between April and May 2020 in Kenya. This was at the time when the COVID-19 pandemic had rapidly translated into an economic crisis. The purpose of this paper was to document the immediate effects of the pandemic on the lives of young people (aged 18–35) in terms of unemployment. The paper also surveyed population of 30 students and 30 working youth in Kenya and a desk study on youth and global crisis history documentaries. The paper also included a survey of 30 Kenyan students and ten working youth, as well as a desk study on youth and global crisis history documentaries. According to the paper, the pandemic's impact on youth is systematic. It has been particularly hard on young women, younger youth and youth in lower-income counties. Given that the

recession caused by the COVID-19 crisis is far more severe than previous episodes, the loss in earnings for young people all over the world is likely to be far more severe in the coming years. Long-term wage losses are thus likely for entire cohorts who have the misfortune of graduating from high school or college during the 2020 recession. The history documentaries reveal that global pandemics cause a jobs crisis that severely threatens children and poor households around the world by increasing incidences of hunger and malnutrition, illness, child labor, lower educational outcomes, children being left alone and even abandoned, vulnerability to ongoing and future shocks, domestic violence, and social unrest. The jobs crisis has increased the risk that workers, particularly young people, will be permanently "scarred" in terms of future employability and earnings potential. The governments has a lot to learn from history and use the current pandemics to have long-term solutions to youth employment crisis in future.

Key Words : Covid 19, Youth, Unemployment

Assesment of Collaboration as Criterion for Sustainability of Community Based Public Health Projects in Western Kenya.

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Abstract

In the developing world, projects in the communities play a very important role in sustainable socio-economic development. It is therefore important for such communally based project to be planned and designed in such a way that they benefit communities sustainably, over a long period. In Kenya, incidences of projects' failure to serve the intended communities are rife. Many projects stall soon after commissioning. There are various explanations for projects' unsustainability, amongst which entail non-inclusion of key parameters of project development in project management. This study was carried out in counties in Western Kenya. It analyzed collaboration as a key factor in the sustainability of community based public health projects. Funding was considered as a moderating criterion. The study adopted descriptive survey design. A sample of 360 respondents was purposely sampled from of a population of 5570 committee members of projects in public health facilities. Data was sourced through questionnaires, interview schedules, and document analysis and observation checklists. The

computations for correlation on the influence of stakeholder participation on sustainability was at value $r = 0.895$, with a coefficient of determination at 0.801. This translates to 80.1%, of change in project sustainability attributable of collaboration. ANOVA obtained was at R value 0.888, implies 80.1 % of change in sustainability was attributable to collaboration. Further, the rate of change, computed at $Y = 0.888X + c$ (constant), implied positive change, at rate of 0.888 between the two variables. Therefore, collaboration as a key criterion in sustainability of public health projects. Consequently, the study recommends that for public health projects to sustainably serve the communities, players must encompass the aforesaid criteria in project design, planning and management. These findings should therefore inform and empower all players on the great value realized by incorporating collaboration in project management.

Keywords: Collaboration, Sustainability, Sharing Responsibility, Cost and Benefits

Gender Roles in Wetlands Conservation and Restoration in Murang'a County, Kenya

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Abstract

Women are the majority vulnerable in land access and control, yet livelihood provisioning services bring her in direct contact with and control of wetlands on a daily basis. Murang'a County is majorly a patriarchal society and women continue to experience the worst forms of oppression and exploitation in environmental management. Therefore, the purpose of this paper is to determine the gender roles in community- based strategies aimed at Wetlands conservation and restoration in Murang'a County, Kenya. Study was guided by five stages theory. It adopted a descriptive survey design with a target population of 144,376 divided into four strata on riparian communities in Kiharu, Kangema, Mathioya and Maragua Sub-Counties. The four sub-counties were selected due to their vast wetland characteristics. Simple random sampling was thereafter used for each stratum to select a sample of 404 respondents. Of the 404 respondents to whom the questionnaire was administered, 86.6% (n=350) answered the questions well and were eligible for the final data analysis. Key Informant interviews, focus group discussion, and documentary analysis were used to corroborate responses from the questionnaires. Qualitative data were coded before the analysis. Quantitative and qualitative data were

analyzed using SPSS software. Continuous variables were analyzed using a Chi-Square test and P-values of <0.05 at 95% confidence interval level was considered significant. Frequency responses were calculated. The study revealed there is gender inequality in conservation efforts due to poor policies, beliefs, lack of knowledge, and skills. The study thus recommends effective gender role equity in wetlands conservation efforts, and well-coordinated community-based strategies by all stakeholders in wetlands management leading to the wise use of wetlands.

Key words: *Gender Role, Gender inequality, Wetland Conservation, Riparian Community.*

Influence of Project Risk Practice on Performance of Construction Projects in Kenya

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Abstract:

The purpose of the study was to investigate the influence of project practices on performance of construction projects in Kenya. The specific objective of the study was to explore the influence of project risk practice on performance of construction projects in Kenya. The study used project risk management theory. The mixed research design was adopted involving descriptive survey and correlation. The target population was 1761 respondents who included 765 modern stalls managers, 9 managers of County modern markets, 62 managers of County polytechnics and 925 Early Childhood Development Education managers. The study applied stratified, random sampling and purposive. Sample size was calculated using Yamane (1967) formula and it was 326 respondents. The study utilized primary data which was collected using self administered questionnaires that were in a form of a five likert scale ranging from 1(Strongly Disagree) to 5 (Strongly Agree) with closed - ended questions. Reliability was tested using pilot study that was done using 32 respondents from Mumias East sub County and the results obtained were Cronbach Alpha coefficient of 0.896. Validity was analyzed using a team of University experts in the field of project management. Data was analyzed using descriptive and inferential statistics. The correlation results showed that project risk practice had the lowest weak positive and significance on performance of construction projects ($r=0.122$, $p=0.035$, $R^2= 0.15$ implying 15%). Regression coefficient of 0.010 but insignificant (p - value =0.893). The study concluded that there was a significant and positive influence of project risk practice on performance of construction

projects. The study recommended that managers should be provided with knowledge on risk identification, risk analysis and documenting to ensure that there is timely completion of construction projects.

Keywords: Construction projects, project risk practice, performance

Gender and Global Crisis, Social Economic Impact of Covid-19 on Vulnerable Young Women and Girls.

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Abstract

COVID-19 has wreaked havoc on people's lives, networks, and institutions all over the world, affecting them on social, economic, and health levels. The paper examines Covid-19 pandemic's impact on adolescent girls and young women in particular. The COVID-19 pandemic has had a wide-ranging impact on adolescent girls and young women, affecting education, livelihoods, sexual and reproductive health, sexual- and gender-based violence, the burden of unpaid care, and early and forced marriage. These increased barriers to economic and social opportunities, as well as the resulting loss of human capital, have the potential to stymie progress toward equality. Despite the dire situation, there is room for adaptation and resilience. Adolescent girls' groups provide safe and supportive environments in which participants can lay the groundwork for future health, social, and economic success (Burzynska & Contreras, 2020). Findings from this paper indicate that: Lockdowns and social distancing were intended to reduce social interaction and mobility while these policies are important tools for combating COVID-19, they further restrict girls' already limited mobility, increasing their isolation and amplifying their vulnerabilities, such as the risk of domestic violence. The educational attainment of girls is a critical investment in their future earning power. Many communities' livelihoods have been ruined as a result of COVID-19 and the policy responses that have accompanied it. Disruptions to essential health services, early and forced marriage, transactional sex, and work that increases time spent with men all contribute to an increase in the risks of adolescent pregnancy and sexuality. Paper recommends mentors should play an important role in reconnecting with and supporting girls, and they are especially useful when they live in the same communities as the girls they serve. The availability of distance-learning resources

during school closures varies, as does the ability of programs to support girls' learning during the pandemic. Government should work hand in hand with non-governmental organizations as well as private sector for welfare of girls and young women in society.

Key Words: Covid 19, Global Crisis, Social Economic Impact, Gender, Vulnerability

Religious Perspective of Societal and Community Development During Covid-19 Pandemic Era and Sustainable Development Africa

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Abstract

The society has been in existence before and after creation. The society which was before was known to be perfect and disease emerged since its God and the angels in heaven, but after creation and failure to follow instructions from God lead the fall of humankind, diseases emerged in the community which disturbed and disrupted operation of human activities in the society. The diseases which emerged all along threatened the human existence and leading to crises, many people worldwide needed interference from God. Covid-19 which emerged early 2020 till now has threatened the society and affected community development projects because it affects all activities leading to economic growth especially, business, health, transport, industries, education, agriculture. Covid-19 spares nobody be it rich or poor, stronger or weak politician, educated or uneducated and has been referred to as the equalizer because all countries in the six continents, north and south America, Europe, Asia, Africa Australia and new Zealand, were rendered useless as millions people lost their lives without any assistance form the known powerful and superpowers. The objective of the research is to study the cause and effects of covid -19 in sustainable societal and community in Africa. The research employed survey method through empirical data. The key findings illustrates covid-19 pandemic has affected the world economy, societal operation and community development projects. Therefore, it is anticipated and concluded that the disease emerged as a punishment from God for humankind for the rebellion against him especially sins

committed by humankind including gayseim (man marrying another man) lesbian (woman marrying another woman), humankind having sexual intercourse with animals. Also the eating of dirty animals by humankind which was the main cause of Covid-19 pandemic. It is recommended humankind to reform and turn to God for forgiveness, and restoration sustainable societal and community development leading growth of world economy.

Key words: Cause, Covid-19, Crisis, Development, Effect

Strategies to Improve Effectiveness of Rehabilitation Interventions for Street Children's Social Development in Kakamega Central Sub-County, Kenya

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Abstract

Street children's challenges are dynamic in nature. The study problem was the inadequacy of effective rehabilitation strategies that promote street children's social development. The objective of the study was to determine strategies for improving effectiveness of rehabilitation interventions for street children social development in Kakamega Central Sub-County, Kenya. Evaluation research design was adopted. Study population included 220 street children in closed and open rehabilitation systems, 30 GOK and NGO's rehabilitation staff, 10 social workers, 8 GOK officers, 5 counselors and 21 businessmen. Primary and secondary data were used. Cluster and snow-ball sampling were used to sample street children. Census and purposive sampling were used to sample key informants. Quantitative data was analyzed using descriptive statistics and Inferential. Qualitative data analysis and interpretation utilized coding, voices and narrative analysis. Data was displayed in form of graphs, charts and tables. This study established that, 191(87%) of key informants and street children indicated that rehabilitation interventions should be improved. It was established that there is a weak positive and insignificant relationship between open system rehabilitation intervention and sustainability strategy ($Y=0.086$, $q=0.468$, $p\text{-value}=0.05$). This implies that open system rehabilitations interventions are sustainable to a

less degree. On the other hand, there is a positive and significant relationship between closed system rehabilitation interventions and sustainability strategy ($\Upsilon=0.470$, $\alpha=0.000$, $\rho\text{-value}=0.05$). This implies that closed system interventions are more sustainable as compared to the open rehabilitation systems. Therefore, closed system rehabilitation interventions may have greater effectiveness on the street children's social development.

Key words: *Street children, Effective interventions, Social development and Rehabilitation strategies*

TUC Multi Disciplinary Conference
Thursday, June 24 · 8:00am – 4:00pm
Google Meet joining info
Video call link: <https://meet.google.com/kbj-ehuw-byv>