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# Factors Affecting the Effectiveness of Youth Policy Implementation in North-Western, Ethiopia

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## Abstract

The effective youth policy implementation is highly important for the socio-economic well-being of young people. Various scholars have identified multiple factors that affect the effectiveness of policy implementation. However, few studies have specifically addressed the most determinate factors that affect the effectiveness of youth policy implementation. To fill the research gap, the study posed the central research question: "What factors mostly affect the effectiveness of youth policy implementation in North-Western Ethiopia?" The empirical investigation was based on an explanatory research design. The data were analyzed using both inferential and descriptive statistics. The study found that the implementation of youth policy was ineffective, with all policy-related factors failing to be effectively translated into practical action. The research further revealed that the rationality of the policy, the involvement of policy stakeholders, organizational factors, inter-organizational coordination, and adequate budget were statistically significant and largely determined the effectiveness of youth policy implementation in the order listed. Therefore, the study recommends that the government should give serious consideration to those factors that are applied at the regional, sub-city, and kebele levels. Lastly, it is important to conduct further longitudinal research using different theoretical models of youth policy implementation.

**Keywords:** determinate factors, policy effectiveness, policy implementation, youth, youth policy

## Introduction

Youth policy is a relatively recent phenomenon when compared to other social science policies. It is used as a road map that guides the overall decisions of youth-related activities (Esebu et al., 2020). There is no universally accepted definition of the concept of 'youth' across the world. In some countries, youth refers to individuals transitioning from childhood

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to adulthood (Gyimah-Brempong & Kimenyi, [2013](#)). Others define young people as "youth" when they begin to engage in social activities and feel empowered. The age-based definition is the most appropriate for research and policy purposes. Similarly, Ethiopia's Ministry of Youth, Sport, and Culture defines youth as a vital segment of society with ages ranging from 15 to 29 years old (Ministry of Youth, Sport, and Culture, [2004](#)). As a result, the definition used in this study is the same as that noted in Ethiopia's national youth policy.

Youth policy implementation is part of the state development plan in many nations, while in others; it is focused on an urgent response to emerging challenges. The youth policy implementation would be complemented by the collection of empirical data on how policy objectives are met (European Council & European Commission, [2019](#)). The successful implementation of the national youth policy will lead to improved job opportunities, access to quality education, and participation of youth in decision-making (Şene, [2009](#)). However, youth policy implementation is ineffective due to resource barriers, institutional difficulties, and a lack of a comprehensive and holistic youth policy implementation framework (Gleixner et al., [2004](#)).

This study undertakes an empirical investigation of the extent to which policy elements directly influence the success of youth policy implementation, which is typically measured by the perception of the frontline policy implementers. The idea of adopting youth-related policies has been recognized and carried out by several governments; nevertheless, one of the major challenges these governments face, particularly in developing nations, is the effectiveness of policy implementation (Shahi, [2023](#)). There has been little research done on the national youth policy implementation as a general and particular potential factor for successful youth policy implementation in the Ethiopian context. All these suggest that further investigation is necessary to undertake into this specific topic. Given the aforementioned assumptions, it is critical to investigate potential factors determining how well youth policies are implemented. The research findings provide valuable insights for policy implementers, policymakers, ministers, bureaus, sectors, and other key stakeholders about the necessary measures to enhance the effectiveness of youth policy execution. The results of the present study may also serve as a basis for additional investigations by scholars in a variety of areas and research organizations.

Overall, the primary goal of the study is to analyze the potential factors that determine the effectiveness of youth policy in North-Western, Ethiopia. The study aimed to address the following two fundamental research questions:

- What is the effectiveness of youth policy implementation in North-Western, Ethiopia?
- What factors significantly affect the effectiveness of youth policy execution in Northwestern Ethiopia?

### **Literature Review: Youth Policy Implementation**

There is no clear assessment mechanism for the effectiveness of youth policy activities. Youth policy implementation may be effective if policy objectives and particular policy areas are met (Novikov & Sorokin, [2017](#)). Youth policy implementation is part of the state development plan in many nations, while in others; it is focused on an urgent reaction to emergent challenges. The youth policy implementation would be complemented by the collection of empirical data on how policy objectives are met (European Council & European Commission, [2019](#)). The quality of life for young people is likely to be affected by a wide range of sectoral policies (Şene, [2009](#)). Effectiveness evaluation might be defined differently by various scholars. Effective policy implementation is the process of "determining the extent to which some perceived policy results contribute to the achievement of the values, goals, or aims" that help to present the policy outcome (Dunn, [2018](#)). The effectiveness of youth policy execution, which measures the improvement of youth policy implementation, is based on the perception of the youth sectors. Goal achievement-based evaluations have been acknowledged (Bardach, [1977](#); Patton, [1987](#)). Similarly, Nakamura and Smallwood ([1980](#)) also presented the evaluation method as follows: Meeting policy goals; Efficiency-based assessment, which might take operation costs into account; Constituency satisfaction refers to the degree of contentment that the non-target group's experience; Client responsiveness: emphasizing policy or service satisfaction; System maintenance: the culmination of the four aforementioned factors. This study used the goal attainment technique to evaluate the effectiveness of youth policy execution using the aforementioned criteria, with a focus on improving youth policy implementation as seen by frontline policy implementers in the youth sector.

## **Determinants for the Effectiveness of Youth Policy Implementation**

Depending on the research setting, different models of policy implementation offer varying comparative advantages. The theoretical models for this work are based on the policy implementation model (Khan & Khandaker, [2016](#); Van Meter & Horn, [1975](#)). Following a meticulous examination of the theoretical and empirical framework, eight independent variables were selected to explain the effectiveness of youth policy execution.

## **Rationality of the Policy and Effectiveness of Policy Implementation**

Effective youth policy implementation can be determined by the clarity levels of policy goals and objectives, comprehensive planning, and functional job assignments (Chandarasorn, [2005](#); Khan & Khandaker, [2016](#)). One of the major challenges in public sector reform in developing countries is the poor implementation of well-informed policies. This often leads to situations where the implementation of policies does not achieve the intended goals and can even result in the wastage of organizational and public resources (Kanmiki, [2017](#)). Taking into account the evidence presented earlier, this study puts forth the following hypothesis:

*H1: Rationality factors (clearer goals, mission, and objectives, detailed planning) have a positive effect on the effectiveness of youth policy implementation.*

## **Organization Factors and Effectiveness of Policy Implementation**

The issue of government agencies offering the same services became a barrier for efficient policy execution (Bryson et al., [2006](#)). Organizational factors had a significant impact on the effectiveness of policy implementation (Nyakiangana, [2022](#)). Similarly, organizational factors, which have been considered the most crucial factors, determine the effectiveness of policy implementation. Policies, no matter how well designed, rely heavily on the internal capacities, structures, cultures, and processes of the organizations tasked with putting them into action. The extent to which an organization can mobilize resources, coordinate activities, and adapt to challenges often determines whether a policy achieves its intended outcomes (Kotnik et al., [2020](#)). Organizational-related characteristics are also an important component of the effectiveness of youth policy implementation (Abebe, [2020](#); Khan & Khandaker, [2016](#);

Omukhango & Etyang, [2022](#); Viglione et al., [2018](#)). This study suggests the following hypothesis in light of the previously presented evidence:

*H2: Organizational factors (an organizational structure is functional, human resource equipment) have significantly affected the effectiveness of youth policy implementation.*

### **Management Dynamics and Effectiveness of Policy Implementation**

Effective policy implementation is strongly correlated with management dynamics and the effectiveness of policy implementation. Charan and Paramita ([2016](#)) indicated that poor management is thought to be the primary cause of poor policy implementation effectiveness in developing nations. Similarly, Natesan and Marathe ([2017](#)) also underlined that implementation was significantly affected by administrative factors such as administrative delegation to the executioner and responsibility. Awino and Muchelue ([2021](#)) conclude that management abilities play a major role in the effective execution of initiatives to empower young people. Taking into account the evidence presented earlier, this study puts forth the following hypothesis:

*H3: Management factors (leadership capacity, team building, participation, and motivation) have a likely effect on the effectiveness of policy execution*

### **Sufficient Budget and Effectiveness of Policy Implementation**

Budget reallocation has been considered the most important element impacting the effectiveness of policy execution (Kotnik et al., [2020](#)). Natesan and Marathe ([2017](#)) also revealed that inadequate financial resources are thought to be the primary cause of poor policy implementation in developing nations. Consequently, Tembo ([2021](#)) points out that the government's attempts to carry out the policy programs are hindered by budgetary constraints, which make it challenging to carry out the plans and actions specified in the policy framework. According to Abebe ([2020](#)), a lack of financial resources highly affects the effective implementation of youth-related issues in Ethiopia (Abebe, [2020](#)). In consideration of the preceding evidence, this study proposes the following hypothesis:

*H4: An adequate budget has a considerable positive impact on the effectiveness of youth policy execution.*

### **Bureaucratic Factor and Effectiveness of Policy Implementation**

Bureaucratic factors, particularly rules, procedures, hierarchy, and administrative processes within an organization, affect the effectiveness of policy implementation (Khan & Khandaker, [2016](#)). Policy implementation is affected by managerial activities, competency, and personal factors of street-level bureaucrats. Additionally, bureaucratic factors like the implementation of standards, rules, beliefs, and values influence the effectiveness of policy implementation (da Rocha Soares Ferreira & Medeiros, [2016](#)). Generally, bureaucratic factors influence the effectiveness of policy execution (Adegbite et al., [2021](#); da Rocha Soares Ferreira & Medeiros, [2016](#); Ferdinand et al., [2021](#)). Given the evidence presented above, this study proposes the following hypothesis:

*H5: There is a large and positive association between bureaucratic factors and the effectiveness of youth policy implementation.*

### **Political Factors and Effectiveness of Policy Implementation**

Policy implementation effectiveness is determined by the agent's capacity (representative or institutional), level of bargaining power, conflict-resolution skills, and external factors. The intensity of disputes and the effectiveness of settling disputes in society influence policy effectiveness. The way authorities, actors, and stakeholders interact will determine how policies are implemented (Chandarasorn, [2005](#); Khan & Khandaker, [2016](#)). Moreover, political pressure impedes the successful execution of policies in Nigeria (Adegbite et al., [2021](#)). Given the evidence presented above, this study proposes the following hypothesis:

*H6: Political factors (political will, harmony among political leaders on youth policy) have a significant effect on the effectiveness of youth policy implementation*

### **Inter-Organizational Coordination and Effectiveness of Policy Implementation**

Coordination is one of the most essential aspects influencing the effectiveness of policy outcomes. The argument has been strengthened by several scholars. For example, Effective vertical policy coordination amongst policy actors was a significant contributing factor to deficiencies in the development and execution of policies (Adam et al., [2019](#)). Additionally, inadequate coordination with other organizations is thought

to be the primary cause of poor policy implementation performance in developing nations (Charan & Paramita, [2016](#)). Furthermore, Charan and Paramita ([2016](#)) showed that ineffective policy implementation in a developing country was caused by poor inter-organizational collaboration between sectors or institutions. Considering the foregoing findings, this study suggests the following hypothesis:

*H7: There is a strong and positive association between inter-organizational coordination and the effectiveness of youth policy implementation.*

### **Stakeholder Factor and Effectiveness of Policy Execution**

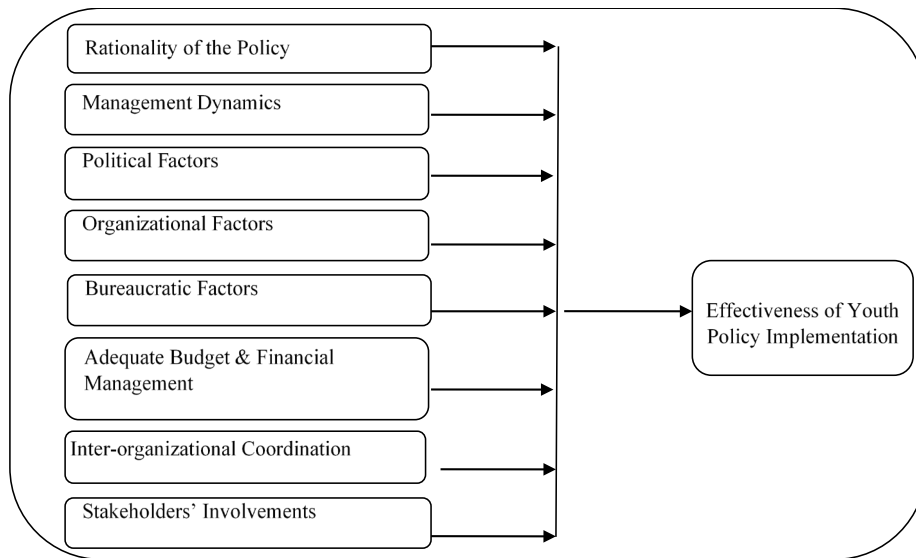
It is hypothesized that the participation of local policy stakeholders can determine the effectiveness of policy implementation. Franke and Guidero ([2012](#)) suggested that effective policy implementation demands the involvement of policy actors at all government administrative levels. Moreover, the involvement of policy stakeholders plays an essential part in the various stages of policy initiation, decisions, development, execution, and assessment (Popoola, [2016](#)). However, the growing stakeholder participation and political leadership commitment cannot be the only promise of successful policy implementation (Mugwagwa et al., [2015](#)). In light of the aforementioned evidence, this study presents the following hypothesis:

*H8: There is a considerable and positive association between policy actors' participation and the effectiveness of youth policy implementation.*

### **Conceptual Framework of the Study**

There are a few theoretical frameworks that have been used as guidelines for successful policy implementation, which facilitate assessing the state of effective policy implementation. No framework is all-inclusive and suitable for all situations and subjects. Since it goes in line with the objectives of the study for the current research (Khan & Khandaker, [2016](#); Van Meter & Van Horn, [1975](#)) policy execution model was contextualized. “The effectiveness of Youth policy implementation” has been identified as the outcome variable, with the following explanatory variables: the rationality of the policy, organizational factor, bureaucratic factor, political factor, adequate budget, inter-organizational coordination, management dynamics, and stakeholders’ participation.



**Figure 1***Conceptual Framework for the Study***Methods**

The research employs an explanatory research design. A questionnaire served as the primary instrument for data collection. The sampling frame for this study was obtained from youth and social affairs employees, youth associations, and youth league executives. Bahir Dar city administration was purposefully chosen from Northwestern Ethiopia because it serves as the hub for the socioeconomic and political administration of the area. In Bahir Dar city, there are six sub-cities organized into 40 kebeles. All the sub-cities were purposively selected, and then, 17 kebeles were proportionally selected depending on the size of the sub-cities. Through a single-stage cluster sampling strategy, all of the youth and social affairs, youth associations, and youth leagues were selected from the selected clusters. From 377, 363 (96%) of the respondents filled and returned the questionnaire. The survey was disseminated to professionals to ensure the content validity of the items. Six content experts from the University and the Bureau provided expert opinions using the Content Validity Index (CVI) to evaluate the content validity of the items. Overall, I-CVI for both relevancy and clarity was more than 0.78. All of the variables have a Cronbach's alpha of 0.936, which is considered high. As a result, it was

determined that every survey item was valid and trustworthy for the scale construction. A total of fifty-seven items were used to address the particular goals of the research. Different statistical forms were used to analyze the quantitative data collected in the survey. Descriptive statistics, like mean and standard deviation, were used to present the descriptive findings, and inferential statistics, like gamma coefficient and ordinal logistic regression, were utilized to determine the association among the variables characterized by ordered categories with unknown interval distances. The Statistical Package for Social Scientists (SPSS) version 25 was used to code and subsequently analyze the data from the surveys.

## **Measurement of Variables**

### ***Outcome Variable***

The outcome variable for this research is the effectiveness of youth policy execution. To measure the effectiveness of youth policy implementation, the survey was used to ask respondents about the extent to which youth policy goals are effectively implemented. Goal achievement policy implementation parameters were used in the research to assess the perceived effectiveness of policy execution. The achievement level was assessed using a Likert scale questionnaire with 5 points (5=*very high*, 4=*high*, 3=*fair*, 2=*low*, 1=*very low*). The value of the variable is calculated by dividing the range ( $5 - 1 = 4$ ) and the maximum score (5) by the class interval width, which is ( $4 \div 5 = 0.8$ ). Consequently, the following categorization was used to describe the data analysis result for each variable: (1) = 1.00 – 1.80; (2) = 1.81 – 2.60; (3) = 2.61 – 3.40; (4) = 3.41 – 4.20, and (5) = 4.21 – 5.00.

### ***Independent Variable***

The independent variables of this research are policy execution factors, which affect the effectiveness of youth policy implementation. The survey asked respondents about the extent to which policy factors are practiced concerning the rationality of the policy, management dynamism, organizational factors, bureaucratic factors, political factors, adequate budget, inter-organizational coordination, and the involvement of policy actors. A five-point Likert scale questionnaire is constructed to obtain respondents' perceived opinions regarding the factors that influence youth policy implementation for each of the explanatory variables and their accompanying indicators (5=*very high*, 4=*high*, 3=*fair*, 2=*low*, 1=*very*

low). The variable value is calculated by dividing the range ( $5 - 1 = 4$ ) and maximum score (5) by the class interval width ( $4 \div 5 = 0.8$ ). Thus, the following categorization was used to describe the data analysis result for each variable: (1) = 1.00 – 1.80; (2) = 1.81 – 2.60; (3) = 2.61 – 3.40; (4) = 3.41 – 4.20, and (5) = 4.21 – 5.00.

## Results

### Descriptive Statistics

As indicated in Table 1, 130 (35.8%) of the respondents were female, while 233 (64.2%) were male. According to the respondents' age groups, 231 (63.6%) were between the ages of 18 and 29, 121 (33.3%) were between the ages of 30 and 39, 10 (2.8%) were between the ages of 40 and 49, and 1 (0.3%) were over the age of 50. The respondents' educational status revealed that 113 (31.1%) were diploma holders, 233 (64.2%) were degree holders, and 17 (4.7%) possessed a second degree.

**Table 1**

#### *Demographic Information of the Respondents*

	Category	Frequency	Percent
Gender	Male	233	64.2
	Female	130	35.8
	Total	363	100.0
Age	18-29	231	63.6
	30-39	121	33.3
	40-49	10	2.8
	50	1	.3
	Total	363	100.0
	Diploma/certificate	113	31.1
Education	Degree	233	64.2
Status	Master	17	4.7
	Total	100.0	100.0

Table 2 presents descriptive statistics for all variables. Based on the descriptive statistics, the overall mean score for the effectiveness of youth policy implementation was 2.705 ( $SD = 0.432$ ), which falls within the range of 2.61 to 3.40. This indicates that the implementation of the youth policy was generally perceived as ineffective. The mean for the explanatory variables for the rationality of the policy was 2.685 ( $SD = .85$ ), for

management dynamics 2.54 ( $SD=.83$ ), organizational factor 2.60 ( $SD=.82$ ), Bureaucratic factor 2.85 ( $SD=.92$ ), Political factor 2.56 ( $SD=.89$ ), Budget 1.97 ( $SD=.85$ ), inter-organizational coordination 2.59 ( $SD=.80$ ), stakeholders involvements 2.73 ( $SD=.78$ ). The grand mean for the explanatory variable was 2.57; found that all eight policy factors were not effectively translated into action. According to the descriptive analysis, the study found that youth policy implementation was not effective. The grand mean simply calculates the average of all explanatory variables.

**Table 2**  
*Descriptive Analysis*

Variables	<i>N</i>	<i>M</i>	<i>SD</i>	Min	Max
Outcome Variable					
Effectiveness	363	2.705	0.432	1.63	3.88
Explanatory Variables					
Rationality of the policy	363	2.685	0.847	1	5
Management dynamism	363	2.54	0.835	1	4.80
Organizational factor	363	2.602	0.823	1	5
Bureaucratic factor	363	2.855	0.919	1	5
Political factor	363	2.564	0.887	1	5
Budget and Financial Management	363	1.986	0.846	1	4.67
Inter-organizational Coordination	363	2.592	0.7999	1	5
Stakeholder Involvements	363	2.728	0.776	1	5

### Correlation Analysis

The relationship between policy implementation factors (independent variables) and youth policy implementation effectiveness (dependent variables) is investigated using the Spearman correlation coefficient. The effectiveness of policy the implementation is a statistically significant and positive link with the rationality of the policy:  $\gamma=.569^{**}$ ,  $p<0.001$ , Management dynamism:  $\gamma=.486^{**}$ ,  $p<0.001$ , organizational factor:  $\gamma=.494^{**}$ ,  $p<0.001$ , Bureaucratic factors:  $\gamma=.304^{**}$ ,  $p<0.001$ , Political factors:  $\gamma=.462^{**}$ ,  $p<0.001$ , Budget and financial management:  $\gamma=.491^{**}$ ,  $p<0.001$ , Inter-organizational coordination:  $\gamma=.519^{**}$ ,  $p<0.001$ , the

involvement of policy stakeholders  $\gamma=.508^{**}$ ,  $p<0.001$  as indicated in Table 3.

**Table 3**

*Spearman Correlation Coefficient*

Explanatory Variables	Coefficient	<i>p</i>
Rationality of the policy	.569	.000
Management dynamism	.486	.000
Organizational factors	.494	.000
Bureaucratic factors	.304	.000
Political factors	.462	.000
Budget and financial management	.491	.000
Coordination factors	.519	.000
Stakeholder participation	.508	.000

### Hypothesis Testing

Table 4 shows the outputs of the ordinal logistic and ordinal probit regression models used to test the hypothesis and identify the most significant explanatory variables affecting the effectiveness of youth policy execution.

First hypothesis: The rationality factor was a significant positive predictor of the effectiveness of youth policy implementation, as confirmed using the beta coefficient and p-value. For both ordinal logistic and ordinal probit regression models, as youth policy objectives are clear and properly managed, there is a predicted improvement of 2.630 and 1.679 in the log odds of being at a higher level of youth policy implementation effectiveness, respectively. The ordinal logistic and ordinal probit regression models reveal that the probability of the rationality of the policy explains the effectiveness of youth policy execution by 72% and 63%, respectively. Therefore, the rationality of the policy has a stronger impact on the effectiveness of youth policy execution, as demonstrated in Table 4.

Second Hypothesis: Management factor (organizational structure is functional, human resource equipment) significantly affects the effectiveness of youth policy implementation. Table 4 shows that the management factor made a positive but insignificant unique contribution to the association at  $p=0.486$  and  $p=.537$  as confirmed using the exponential

beta coefficient and p-value of the ordinal logistic and ordinal probit regression model, respectively. Thus, the investigation demonstrated that the subsequent argument hadn't been fully accepted and satisfied.

**Third hypothesis:** Organizational factors were a significant positive predictor of the effectiveness of youth policy implementation, as shown in Table 4. The odds ratio for the ordinal logistic and ordinal probit regression models demonstrates that as employees are motivated, capacitated, and engaged in organizational activities, the probability of being at a higher level of youth policy implementation effectiveness improves by a factor of 1.596 and 1.297, respectively. Ordinal logistic and probit regression models revealed that the probability that an organizational factor explains youth policy implementation effectiveness is 61% and 56%, respectively. The third premise was satisfied and completely accepted.

**Fourth Hypothesis:** Bureaucratic factors have a greater possibility of enhancing the effectiveness of youth policy implementation. The association between bureaucratic factors and youth policy implementation effectiveness was also examined using an ordinal logistic and ordinal probit regression model. Accordingly, the bureaucratic factor had a positive but insignificant association with the effectiveness of youth policy implementation at  $p = 0.396$  and  $p = .180$ , respectively. Thus, the fourth hypothesis was not entirely accepted and satisfied by the analysis.

**Fifth Hypothesis:** Political factors (political will, minimum influence of political pressure, and consensus among leaders) have significantly affected the effectiveness of youth policy implementation. As shown in Table 4, political factors had a positive but insignificant association with the effectiveness of youth policy implementation at  $p=0.280$  and  $p=.170$  as confirmed using the exponential beta coefficient and p-value of ordinal logistic and probit regression models, respectively. So, the fifth hypothesis was not entirely accepted or satisfied by the investigation.

**Sixth Hypothesis:** Adequate budgets and financial management were shown to be major positive predictors of the effectiveness of youth policy implementation, as indicated in Table 4. The result of the ordinal logistic and ordinal probit regression models shows that for every one unit increase in the budget allocation, there is a predicted increase of 1.408 and 1.197 in the log odds of being at a higher level of youth policy implementation effectiveness, respectively. The ordinal logistic and probit regression

models revealed the probability that sufficient funding and financial independence explain the effectiveness of youth policy execution by 58% and 54%, respectively. Thus, the study showed that the sixth hypothesis was satisfied and was entirely accepted.

**Seventh hypothesis:** Inter-organizational coordination significantly affects the effectiveness of youth policy implementation. Ordinal logistic and ordinal probit regression models revealed that as the inter-organizational coordination mechanism is better, there is an anticipated improvement of 1.547 and 1.305 in the log odds of being at a higher level of youth policy implementation effectiveness, respectively. The result reveals that inter-organizational coordination between the sectors significantly affects the effectiveness of youth policy implementation, as shown in Table 4. The probability that the inter-organizational coordination explains the effectiveness of youth policy implementation is 61% and 57%, respectively. So, the study demonstrated that the seventh hypothesis was satisfied and completely accepted.

**Eighth hypothesis:** The involvement of policy actors possesses a beneficial effect on the effectiveness of youth policy execution in Bahir Dar city, Northwestern Ethiopia. The results of the ordinal logistic and ordinal probit regression models revealed that as policy actors participate in the youth policy implementation process, there is a predicted improvement of 1.721 and 1.301 in the log odds of being at a higher level of youth policy implementation effectiveness, respectively. The probability that the involvement of policy actors explains the effectiveness of youth policy implementation is 63% and 57% respectively, and the remaining is explained by other factors as indicated in Table 4. This implies that the involvement of policy actors substantially affects the effectiveness of policy implementation.

**Table 4**

*Ordinal Logistic and Ordinal Probit Regression Analysis*

Parameter	Ordinal Logistic Regression				Ordinal Probit Regression				Decision
	<i>B</i>	Wald Chi-square	Sig.	Exp (B)	<i>B</i>	Wald Chi-square	Sig.	Exp (B)	
Rationality	.967	27.903	.000	2.630	.518	25.473	.000	1.679	Accepted
Management	.080	.486	.486	1.083	.040	.381	.537	1.041	Rejected
Organizational	.467	9.236	.002	1.596	.260	9.102	.003	1.297	Accepted

Parameter	Ordinal Logistic Regression				Ordinal Probit Regression				Decision
	<i>B</i>	Wald Chi-square	Sig.	Exp (B)	<i>B</i>	Wald Chi-square	Sig.	Exp (B)	
Bureaucratic	.134	.720	.396	1.143	.122	1.798	.180	1.130	Rejected
Political	.137	1.167	.280	1.147	.100	1.882	.170	1.106	Rejected
Adequate Budget	.342	8.840	.003	1.408	.180	6.958	.008	1.197	Accepted
Coordination	.437	7.490	.006	1.547	.266	8.396	.004	1.305	Accepted
stakeholder (Scale)	.543	13.196	.000	1.721	.263	10.325	.001	1.301	Accepted

**Note.** Dependent Variable: Effectiveness

## Discussion

Ordinal logistic and ordinal probit regression analyses were used to present the factors that mostly determine the effectiveness of youth policy implementation, as shown in Table 4. All eight explanatory variables also present the odds ratios for each independent variable to indicate how important each explanatory variable is in predicting the effectiveness of policy execution.

### Rationality Factor and Effectiveness of Youth Policy Implementation

As indicated in Table 4, the rationality factor was a significant positive predictor of youth policy implementation effectiveness. For both ordinal logistic and ordinal probit regression models, as youth policy objectives are clear and properly managed, there is a predicted improvement of 2.630 and 1.679 in the log odds of being at a higher level of youth policy implementation effectiveness, respectively. As a result, among the other explanatory factors, the rationality of the policy (rationality factor) was the first important factor influencing the effectiveness of youth policy implementation.

Numerous academic studies have demonstrated that one of the key factors affecting the effectiveness of policy execution is the rationality of the policy. Scholars such as Matland (1995) stated that policy implementation is effective "if a policy does incorporate specific policy goals and objectives.

Moreover, prior research has indicated that precise planning, roles and responsibilities, efficient monitoring and assessment, concise objectives and goals, and exhaustive and effective processes for operation are all necessary for the execution of policies (Khan & Khandaker, 2016).



However, several subsequent research investigations of policy execution failure demonstrate that uncertainty over policy objectives is a significant determinant factor for policy implementation failures (Palumbo & Harder, [1981](#)).

As a result, in this study, the rationality of the policy had a considerable progressive effect on the effectiveness of youth policy implementation in the Bahir Dar, Northwestern, Ethiopia. The outcomes of the investigation substantially confirmed the preceding work of other researchers, as noted earlier.

### **The Involvement of Local Stakeholders and Effectiveness of Policy Implementation**

The involvement of policy actors is the second factor that mostly influences the effectiveness of youth policy execution. The results of the ordinal logistic and ordinal probit regression models revealed that as policy actors participate in the youth policy implementation process, there is a predicted improvement of 1.721 and 1.301 in the log odds of being at a higher level of youth policy implementation effectiveness, respectively, as shown in Table 4.

The finding as well as the research hypothesis, is further supported by different empirical literature. According to Awino and Muchelue ([2021](#)), stakeholder participation significantly affects how successfully youth empowerment initiatives are implemented. Similarly, the involvement of policy stakeholders plays an essential part in the various stages of policy initiation, decisions, development, execution, and assessment (Popoola, [2016](#)). However, the rising stakeholder participation and political leadership commitment cannot be the only promise of effective policy implementation (Mugwagwa et al., [2015](#))

The results of the current investigation suggest that the participation of local policy players found ample evidence of a favorable and substantial bond with the effectiveness of youth policy execution.

### **Organizational Factors and Effectiveness of Policy Implementation**

The organizational factor is the third important factor that governs the effectiveness of policy execution. As indicated in Table 4, the odds ratio for the ordinal logistic and ordinal probit regression models demonstrates that as employees are motivated, capacitated, and engaged in organizational

activities, the probability of being at a higher level of youth policy implementation effectiveness improves by a factor of 1.596 and 1.297, respectively.

Scholars who had undertaken research in the specific area were able to confirm this assumption. According to Khan and Khandaker (2016), organizational factors such as leadership capacity, team building, involvement of many parties, motivation, coordination, and commitment are determinants that determine the effectiveness of policy implementation. Similarly, organizational factors that have been considered the most crucial determine the effectiveness of policy implementation (Kotnik et al., 2020). According to Abebe (2020), insufficient monitoring and evaluation, and a lack of inter-sectoral cooperation and coordination strategy affect the effective execution of youth-related activities in Ethiopia. Additionally, a multilevel analysis conducted by Viglione et al. (2018) examined how organizational characteristics influence probation officers' implementation of evidence-based practices. Likewise, organizational factors had a significant impact on the effectiveness of policy execution (Nyakiangana, 2022).

Thus, the outcomes of the present investigation completely validated the prior research of internationally recognized academics, as they were consistent with the previous study.

### **Inter-Organizational Coordination and Effectiveness of Policy Implementation**

The coordination factor is the fourth essential factors that influence the effectiveness of policy implementation. As indicated in Table 4, the coordination factors were a significant positive predictor of the effectiveness of youth policy implementation. Ordinal logistic and ordinal probit regression models revealed that as the inter-organizational coordination mechanism is better, there is an anticipated improvement of 1.547 and 1.305 in the log odds of being at a higher level of youth policy implementation effectiveness, respectively. Inter-organizational cooperation has an unreserved effect on the status of youth policy implementation.

Many academics have provided support for the argument. Poor organizational patterns and coordination are some of the most prevalent issues confronting the public sector (Bouckaert et al., 2010). Also, Charan

and Paramita (2016) showed that ineffective policy implementation in a developing country was caused by poor management, inadequate financial resources, and poor inter-organizational collaboration between sectors or institutions. Besides, Adam et al. (2019) investigated the gap between the creation and execution of policies by adding vertical policy coordination to comparative policy analysis. The study revealed that effective vertical policy coordination among policy players contributed significantly to policy formulation and execution. Correspondingly, Charan and Paramita (2016) also indicated that organizational collaboration was found to have a major impact on the execution of policies. The research revealed that inadequate coordination with other organizations is thought to be the primary cause of poor policy implementation performance in developing nations.

For this study, it would be reasonable to conclude that inter-organizational coordination had significant beneficial impacts on the effectiveness of youth policy implementation in Bahir Dar, Northwestern, Ethiopia. Thus, the results of this research entirely verified the earlier efforts of recognized worldwide academics, as the findings were consistent with the previous study.

### **Adequate Budget and the Effectiveness of Policy Implementation**

Adequate budget and financial management are the fifth crucial indicators that determine the effectiveness of policy execution. As shown in Table 4, adequate budgets and financial management were shown to be major positive predictors of the effectiveness of youth policy implementation. The result of the ordinal logistic and ordinal probit regression models shows that for every one-unit increase in the budget allocation, there is a predicted increase of 1.408 and 1.197 in the log odds of being at a higher level of youth policy implementation effectiveness, respectively.

This hypothesis is further supported by various scholars. For example, economic factors have been considered as a significant variable impacting the effectiveness of policy execution (Kotnik et al., 2020). Similarly, the government's attempts to carry out the policy programs are hindered by budgetary constraints, which make it challenging to carry out the plans and actions specified in the policy framework (Tembo, 2021). Similarly, inadequate financial resources are thought to be the primary cause of poor policy implementation performance in developing nations (Natesan &

Marathe, [2017](#)). Additionally, the lack of financial resources highly affects the effective implementation of youth-related issues in Ethiopia (Abebe, [2020](#)).

Therefore, budgeting and managing finance had a strongly constructive effect on the effectiveness of youth policy implementation in Bahir Dar, North-Western, Ethiopia. As a result, the results of this study entirely verified the earlier work of globally renowned academics, as the results were consistent with the previous study.

## Conclusion

The investigation was intended to uncover the most significant variables affecting the effectiveness of youth policy execution in North-Western, Ethiopia. Eight hypotheses were developed and examined utilizing primary data gathered from youth and social affairs, youth associations, and youth leagues to address the study's key objectives. The descriptive analysis revealed a mean score of 2.705 for youth policy implementation, indicating an overall ineffectiveness in Bahir Dar city, Northwestern Ethiopia. Regression analysis also revealed that five of the eight explanatory factors were statistically significant and contributed substantially to the implementation success of youth policies. Among all predictors, the rationality of the policy was the foremost predictor of the effectiveness of youth policy implementation, which was followed by the involvement of policy stakeholders, organizational factors, inter-organizational coordination, and budget and financial management. Conversely, the management, political, and bureaucratic factors were positively associated with the effectiveness of youth policy implementation; however, these relationships were statistically insignificant. This information is crucial for youth sectors and also for youth and social affairs to make well-informed decisions that enhance the effectiveness of youth policy implementation. Therefore, it is recommended that policy actors, particularly the youth and sports sectors, should consider the most important policy implementation factors while implementing youth policy. Additionally, to effectively implement youth policy, the regional government should set a clear policy goal, have a strong youth organizational structure, actively involve policy stakeholders, and design a strong coordination system to effectively address the mission and goals of youth policy.

## **Limitations and Implications for Further Research**

The findings of this study contribute to the existing body of literature and knowledge on youth policy implementation; nevertheless, more research is needed to address subjects that this specific study did not address. For example, the sample for this study is limited to frontline policy implementers, youth structure, and youth in the area, and the findings cannot be extrapolated to private and non-governmental organizations. It is therefore necessary for future studies to include respondents from the private sector, non-governmental organizations, families, and religious institutions. Furthermore, the sample is confined to a small number of young people and youth sectors in Northwestern Ethiopia, and the effectiveness of youth policy implementation may differ by city. As a result, a comparative study of youth policy implementation in various cities around the country is recommended. Additionally, the research approach is restricted to an explanatory research design. Therefore, it is advised that future studies employ a mixed-research design to provide an extensive examination of the topic.

## **Conflicts of Interest**

The authors of the manuscript have no financial or non-financial conflicts of interest in the subject matter or materials discussed in this manuscript.

## **Data Availability Statement**

The data associated with this study will be provided by the corresponding author upon request.

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