

**THE UNEMPLOYMENT PUZZLE AN INSURGENCE TO INSECURITY IN NAIROBI COUNTY, KENYA**

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A global crisis that has left continents and countries wage a lingering battle to their recession as they put up an inspired battle to form a concerted approach to solve the puzzle. This global phenomenon has formed a base of linking it to a number of security insurgence that seems to affect their development hence developing their own ingenuity to survive. This study will look forward to unravel the puzzle of unemployment in relation to insecurity in Kenya. The study will be guided by the following objectives: To examine the alternatives that the government has put in place to curb unemployment, to evaluate the social contract in addressing the job challenges looms and lastly to respond to the increasing demands of security insurgence. The study will be informed and directed by an interdisciplinary approach by use of the Second Law of thermodynamics in explaining the cause and effect in the looming job challenges called the Law of Entropy. The study found out that institutional decay (through nepotism), education (inclusive growth), Governance (governments and accruing economic strife) are some of the key components of the unemployment puzzle towards insecurity and sustainable peace.

**Key word:** Education; governance; insecurity; institutional decay; Nairobi County, unemployment puzzle.

**INTRODUCTION**

The burgeoning numbers of unskilled and skilled youths have turned out to be an edifice outlook in any given society. According to Sayre (2012), Dismal employment prospects, especially for young people, have led to major social conflicts. Most observers agree that the bleak employment outlook played a critical role in the Arab Spring. This is confirmed by the tactical and creative militia-ISIS that gave the likes of Libya restless peace due to the unmeaningfull involvement of these younger generations that caused deaths of many and unwoovening the government with its violent extremism (Sayre, 2012).

According to the International Labor Organization (ILO, 2011), the magnitude of the employment challenge is enormous. In the Middle East and North Africa, anywhere from 55 to 85 million jobs are needed to employ youth. In high-income countries, it will take some 14 million new jobs to restore employment to pre-crisis levels International Labor Organization. The economic, social and political costs of inaction are staggering.

We no longer live in a world where simple approaches yield simple solutions, but rather alternative debates to contribute to the ongoing debate. Every year, hundreds of graduates complete their studies and they find despair in where they deem fit including high school leavers. Recent attacks on the Kenyan soil and its borders have traced to be trained and skilled young men who reiterate to their own countrymen living some homeless, widowed or terminally ill. This could consequently emerge from the fact that the government's failure to uphold the social contract either willingly or circumstantially as their political, educational and economic levers seem to fail. In view of Ernst (2012), these looming challenges may require systematic solutions to address them and not mere prescribed politicked policies. Kenya has experienced a number of terrorist attacks on Western

interests on several occasions since 1998. The year 1998 was the beginning of terrorism in Kenya. It is a year when the US embassy was attacked and later in the year 2002 an Israeli-owned Paradise hotel was bombed. This is a clear indication that lack of security was having a direct impact on the Kenyans. Otiso (2009) notes that the Penal Code of Kenya Constitution has not defined terrorist activity, hence the reason why Kenya is exposed to acts of terrorism. However, any act that causes danger to life or property is prosecuted through various provisions of the Penal Code Chapter 63 as outlined above and in Protection of Aircraft Chapter 68 of the Laws of Kenya.

Kenya has been hit by violent terrorist attacks that have seen many people lose their lives. According to Kenyan security experts, many of these attacks are also carried out by radicalized Kenyan youth who have been purportedly recruited by the Al-Shabaab militia. Even as the country is trying to enjoy surmountable peace in an avalanche chunk of its occupants a good section is living under horror and terror of loss of lives due to inappropriateness of some uncouth and uncivilized citizenry who still engage in these extremisms like public transport attacks, random smuggling on streets and rampant bombing attacks in various part of the country especially public spaces. This could be as a result of an unengaged youth whom perhaps are retaliating to reasons best known to them. Kenya is not the only country in Africa endures this chorus of security insurgence but other countries like Nigeria, the Arab springs-Egypt, Libya, Tunisia and South Africa are victims of this incumbent (Otiso, 2009).

All over the world governments are grappling with the looming job challenges posed by both skilled and unskilled citizenry due to the market demand and Kenya is not exceptional. In the case of this study the burgeoning numbers of youths in Kenya fall pray hence resulting to extremism,

especially in a time when diplomacy is no longer yielding notable results because of failed proactive institutional actors to respond to these ingenuities. However, in the past two decades, Kenya has been a target of various terror attacks attributed to terrorist elements (Aronson, 2013).

The objectives of this study were to: examine the alternatives that the government has put in place to curb unemployment; to evaluate the social contract in addressing the job challenges looms and to focus on the response to the increasing demands of security insurgence. To achieve these objectives, three questions were asked, namely; what measures has the government put in place to curb unemployment? Is the government committed to its social contract with its people? and To what extent is the government combating the increasing demands of security insurgence? By extension it will try to examine the influence of unemployment to insecurity.

The main aim of this study was to contribute to the ongoing debate for the government to rethink on its flexibilities to mend its social contract with its citizens especially the youth. The concerned stakeholders were able to re-strategize on how best they can combat the issue as they come up with better alternatives to suit its people. This study was limited to Nairobi County only as this is the hub of the Kenyan economy. The sample population was picked from graduates and uneducated youths within Nairobi County. This sample was assumed to represent the total population of skilled and unskilled youths in Nairobi County.

**Theoretical model:** This manuscript was informed by an interdisciplinary model from physics in thermodynamics called Entropy. Entropy, as expressed by the second law, is the ultimate Natural Law because it determines the flow of what we call "time". Thus, entropy deals with the very existence of the universe. The term entropy describes phenomena that have the most profound effect on all events in human existence, including our ability to achieve happiness by aligning ourselves with Objective Reality.

We can stipulate that energy is the basic raw material that makes up the universe and all that is contained within it, including human beings. In order for energy to perform work, a difference must exist between energy at a high potential and energy in a more randomized, diluted, and potential. The term entropy is a measure of the degree to which energy has lost the capacity to perform useful work. Entropy signifies the dilution, the randomization of energy. This ability or inability to perform useful work is an analogy to and is at the heart of the term entropy and the Second Law of Thermodynamics. The total energy content of the universe is constant and the total entropy, the non-usable energy, is constantly increasing. It means that energy cannot be created or destroyed.

The youth bulge Kenya is facing could be unraveled by this Law of thermodynamics. The youths represent energy. If they are underutilized as the situation suggests, then they decay (extremism) causing insecurity. Ongoing debates and strategies in combating the issue should be the fulcrum to a

most fitting alternative to make the country forge ahead. Besides, there is need of outside energy to boost the current. In summary, it states that usable energy in the world is depleting: left by itself anything will decay. These youths left to them, things tend to go from bad to worse. If the Kenyan government does not put creativity and energy (strategies) correctly, its civilization may collapse as there is nothing more to preserve.

**Youth bulge and insecurity:** There are lots of graduates, school leavers and unschooled persons who comprise this group. According to International Labor Organization (ILO, 2011), in some spheres they are termed as the generation in waiting. These numbers continue to enlarge in every growth, development population statistics in most parts of the world especially developing worlds. They bring on board a ray of skills and technocratic skills to suit the modern aristocrats in how they approach and execute most of their activities. There are major challenge, dates to unmeaningful engagement, an issue that affirms the link between unemployment and insecurity.

The government indeed acknowledged the mismatch of the unskilled graduates matching the demands of the market demand on a Daily Nation, 2017. The very stakeholders lament that the country do not have enough skilled Kenyans to move up the value chain; even those of whom are skilled often are found to be short of skills that do not match the opportunities. This claim puts the quality of the education system in question in regard to competency that it produces to its citizen. This also undermines the skill set of the unskilled persons as it focuses only on the few elite who are educated (Dhillon and Yousef, 2011). Studies have been done that also found out that lack of elaborate security system were the main loopholes that allowed the insecurity cases that were reported. However, in the Kenyan case there is limited research done on how security can be beefed up especially in the random attacks. This is what has motivated this research with the aim of knowing the effects of insecurity on public domain and how this phenomenon can be managed.

It seems that the generation in waiting can no longer wait for alternative solutions, but rather to insert themselves in the midst of happenings to make their presence felt and cope with the demanding trends: in so doing, they may result to extremism.

**Unemployment and job creation:** Unemployment is a seasonal paucity of effective demand. According to Lara and Karen (2015) the current recession has exacerbated a global employment crisis that has been a long time in coming. Governments long wedded to the "growth first" theory are realizing that their policy toolkit lacks a magic bullet to create jobs; whereas this delayed transition resulted from a lack of resources to accommodate the burgeoning youth numbers. Can this crisis help advance global thinking on employment? After all, labor policy has been ideologically driven for so long it is hard to imagine a move to pragmatic flexibility. Despite accounting for a significant proportion of the country's

workforce, youth unemployment is at a record high confirming the marginalization and peripheralization of more than half the population of the country.

Regimes have come into play promising jobless Kenyans lucrative jobs as soon as they assume office a dream that many a yet to experience. These actors too have tried their best to unveil some slots to calm the situation as they look forth for concrete solutions into the matter. But according to (Clifton, 2011) the urgent need for jobs is likely to lead to greater acceptance of employment options that are temporary or part time, that acquaint a young person in the workplace but do not offer any long term guarantees. These youths need to exercise on a number of entrepreneurial skills to match the limited opportunities therein.

Furthermore, Kenya has painful recent past and present wounds of youthful development models where its levers have collapsed due to unaccountable, wasteful and mismanaged institutions, for example the Youth Enterprise Development Fund, National Youth service and Kazi kwa Vijana. These projects were meant to offer alternative measures to curb the overgrowing annually numbers of unemployed youth in the country. Unfortunately, they did not offer the expected alternatives, making the situation worse, leaving a bad taste to the youth hence need for them to take their own personal risk to fend for themselves the best way how as they are left with no much choice.

**Economic policy tool box (skills mismatch, patterns, trends and dualism and structural shift):** In view of Bryanna and Marina (2012) in the Middle East, early thinking in development economics was greatly influenced by “economic dualism”- the coexistence of a large subsistence sector, primarily agriculture, and modern industrial and services sectors. The essence of the development challenge was to find ways to absorb surplus agricultural labor through investments in the modern sector. While the concept of economic dualism may no longer be cutting-edge, virtually all recent development success stories have involved large scale structural shifts-workers moving from traditional low productivity sectors to higher productivity sectors and thereby driving advances in aggregate productivity. Unfortunately, this move has not yield much in Kenya as majority of these models have registered a good failure making its citizens especially the youth to loose trust with its systems.

In addition they note, Governments can draw on a range of tools to boost the retention of existing jobs and the creation of new jobs as the economy slows down. The principal means are fiscal and monetary policy variants to provide temporary stimulus measures, assuming that the existing fiscal and monetary framework allows for growth and employment expansion in the medium to long term. Trade policy options aimed at job retention and creation tend to straddle the line between short and medium term interventions. Resultantly, governments can increasingly draw on structural policy measures that tend to focus on the medium term to long term.

In the case of Kenya, the government has not attempted adequate structural shift measures to assure its citizens of their effort. According to Louise (2012) throughout this evolution, countries tend to focus on building export industries where they have natural comparative advantages and competitive advantages developed over time, starting with commodities, such as mining and basic crops, labor-intensive light manufacturing goods, and, in some cases, information and communication technologies (ICT) and tourism. However, as an economy shifts towards an intensive development path it becomes critical to raise domestic value added innovation, primarily for resident entrepreneurs. Moving to more advanced technology requires not only greater capital investments, but also a better qualified labor force and adaptation of new technologies to evolving comparative advantages. As far as the production industry is concerned in Kenya; a majority has moved away in such of other ventures for production leaving the country to be a distribution center hence loss of jobs for the respective actors. Kenya’s tourism center has not been doing quite well due to the terrorist attacks and threats that have befallen the country in the last five years. The country is equally having a good population coming off the hangers of technology to aristocrats creating an equilibrium balance of talent and skills brought into the pool.

**Transforming higher education to bridge the gap for a harmonious co-existence:** A growing number of countries have adopted strategies that feature improvements in higher education as a core element in the quest for accelerated development. In Kenya, about 75 percent of children attend primary school and 41percent attend secondary school, but fewer than 5 percent of secondary school graduates ultimately attend public or private university, according to United Nations Children’s Fund data (UNICEF, 2009-2010).

Learning standards in education systems establish and communicate what students need to know, by subject, and when they should know it, by grade. When standards are clearly and publicly articulated, curricula and textbook developers, teachers, parents, and students know what is expected to be taught and learned. If the content standards (what student should know and be able to do, in terms of knowledge, skill, and concept) and the process standards (cognitive processes, such as reasoning and problem solving) reflect the knowledge and skills that are needed to effectively engage in the economy and society and if the education system helps students acquire these attributes then that system may be considered responsive both to demand and to requirements for quality. The learning standards for each education and training program should reflect the knowledge, skills, and attitudes expected of the graduates and guide what is taught.

More importantly, many undergraduate and graduate programs do not provide opportunities to develop the process and skills so urgently needed in today’s evolving economies and dynamic societies. The mismatch between what higher

education provides and what is needed to grow economies lies in part in outdated content, but the wider and more telling gap is in mastering the process skills such as reasoning, problem solving, team work, effective communication, creativity and risk taking necessary to effectively lead economic growth. Both the public and private sectors need well trained leaders, managers, analysts, and technologists (among, of course, other supporting professions) to help their economies become competitive and their societies become more healthy and stable. Supporting higher education reform that responds to these needs will require a portfolio of investments, both public and private, especially in emerging economies where higher education is expected to play its role as an “economic driver” (Louise, 2012).

## MATERIALS AND METHODS

The study adopted a qualitative research approach with quantitative inferences. This particular study adopted descriptive survey. This is an approach that proved most appropriate. It is concerned with the effects of relationships that exist, practices that prevail, beliefs, points of view, attitudes and trends that are developing (Best and Kahn, 2003). This research tried to look at how unemployment has led to insecurity in Nairobi County, why this is the case, and what are the measures that have been put in place to curb this. According to Orodho (2004), surveys are a good method that allows the researcher to collect large amounts of data from a huge crowd in the most economical way. This research will adopt a non-probabilistic sampling by use of the Snow-Ball sampling technique of respondents. In the said, their target populations were unskilled and skilled youths in Nairobi County who will form a representative sample to be generalized.

## RESULTS

**Results of the study:** Data was collected through various research instruments, which included questionnaires, focus group discussions with various respondents and through an observation. The quantitative data was analyzed using descriptive statistics and was presented in the form of tables and graphs. The qualitative data was analyzed using content analysis. The Results of the data analysis provided information that formed the basis for discussion, conclusion, and interpretation of the findings and recommendations of the study. There was an established link between youth unemployment and crime.

**Response rate:** The researcher sought to determine the response rate from the questionnaires administered (Table 1).

Category	Respondents	Percentage
Response	27	27
Non Response	0	0
<b>Total</b>	<b>27</b>	<b>100</b>

Table 1: Response Rate.

The researcher distributed 100 questionnaires but only 27 were filled and returned. The study then tabulated and

analyzed its findings in relation to the completed questionnaires in the study. The highest response rate was attributed to the fact that the research Assistant administered the questionnaires and as such had an opportunity to clarify on areas, which would have otherwise cause lack of cooperation.

**Gender of the respondents:** Information regarding personal characteristics of the respondents in terms of sex was sought during the individual interviews (Table 2).

Gender	Respondents	Percentage
Male	14	52%
Female	13	48%
<b>Total</b>	<b>27</b>	<b>100%</b>

Table 2: Gender of the respondents.

The study sought to find out how respondents were distributed with regard to gender. This was thought to be an important indicator towards the diversity of the respondents. Majority of the respondents 52% were males while females were 48% of the total respondents who participated in the study. This indicates that there was no gender disparity in the collection of data (Table 3).

Estate	Frequency	Percentage
Eastleigh	5	18.52%
Kangemi	4	14.81%
Kayole	6	22.22%
Kahawa	5	18.52%
Embakasi	3	11.11%
Rongai	5	18.52%
<b>Total</b>	<b>27</b>	<b>100%</b>

Table 3: Estate respondents stay.

The study sought to find out and establish the estates where the respondents resided. The results from the table indicate that they were drawn from 6 estates with the highest number coming from Kayole and the least number of respondents came from Embakasi.

**Witnessed insecurity situation:** The study sought to know if respondents had witnessed insecurity cases by the unengaged youths (Table 4).

Category	Respondents	Percentage
Yes	17	57
No	15	43
<b>Total</b>	<b>27</b>	<b>100</b>

Table 4: Witnessed insecurity situation

From the study 57% of respondents agreed that they had witnessed insecurity cases by the unengaged youths and less than half of the respondents, 43% disagree saying that they had not witnessed insecurity cases by the unengaged youths.

**Frequency of witnessed insecurity cases:** The study sought to know from respondents how regular they had witnessed insecurity cases orchestrated by the unengaged youths (Table 5). The study sought to know from respondents how regular they had witnessed insecurity cases by the unengaged youths.

41% of respondents said they rarely witnessed insecurity cases 44% said they had sometimes witnessed insecurity causes

Category	Respondents	Percentage
Rarely	11	41
Sometimes	12	44
Often	3	11
Regularly	1	4
<b>Total</b>	<b>27</b>	<b>100</b>

Table 5: Frequency of witnessed insecurity cases.

cases in public spaces, but a minority of 11% said they often witnessed, while the rest, 4% said they regularly witnessed insecurity cases. This indicates that there are insecurity cases caused by the unengaged youths.

**Relationship between unemployment and rate of insecurity in Kenya:** The study sought to establish from respondents the relationship between unemployment and the rate of insecurity in Nairobi County, Kenya (Table 6).

Category	Respondents	Percentage
Yes	25	91%
No	2	9%
<b>Total</b>	<b>27</b>	<b>100</b>

Table 6: Relationship between unemployment and rate of insecurity.

Majority of the respondents, 91% said yes and 9% said no. This is an indication that there is a relationship between unemployment and the rate of insecurity in Nairobi County.

**Education system adequacy in curbing insecurity among youth:** The study sought to establish from respondents if the education system was adequate to youth to help curb insecurity or not (Table 7).

Category	Respondents	Percentage
Yes	10	36%
No	17	64%
<b>Total</b>	<b>27</b>	<b>100</b>

Table7: Education system adequacy in curbing insecurity

The study sought to establish from respondents if the Kenyan education system is offering skills that can be applied by the youth to be ready for self-employment hence curb insecurity. According to the study, the study, 64% of respondents disagreed that the Kenyan education system is offering skills that can be applied by the youth to be ready for self-employment hence curb insecurity. While less than half of the respondents, 36% agreed, saying that the Kenyan education system is offering skills that can be applied by the youth to be ready for self-employment hence curb insecurity.

**Relationship between rural-urban migration and insecurity:** The researcher sought to establish from respondents if there is a relationship between rural-urban migration and insecurity (Table 8).

The researcher sought to establish from respondents if there is relationship between rural-urban migration and insecurity majority of the respondents, 64% said no and 36% said yes.

**Unemployment as the main cause of insecurity:** The

researcher sought to establish if Unemployment is main cause of insecurity (Table 9).

category	Respondents	Percentage
Yes	10	36
No	17	64
<b>Total</b>	<b>27</b>	<b>100</b>

Table 8: Relationship between rural urban migration and insecurity.

Category	Respondents	Percentage
Strongly agree	11	41
Agree	9	33
Disagree	5	19
Strongly disagree	0	0
Neutral	2	7
<b>Total</b>	<b>27</b>	<b>100</b>

Table 9: Unemployment main cause of insecurity.

The researcher sought to establish if unemployment is the main cause of insecurity. The majority of the respondents 42% strongly agreed that unemployment is the main cause of insecurity, 33 agreed, 17 % disagreed and only 8% were neutral. They attribute their claim to nepotism and sheer luck for one to get a job.

**Employment creation and curbing insecurity:** The study sought to establish from respondents if creating employment will curb insecurity (Table 10).

The study sought to establish from respondents if creating employment will curb insecurity. From the study, 59% of respondents Strongly agreed that Creating employment will curb insecurity, 19% agreed, 15% disagreed and 7% Strongly disagreed that Creating employment will curb insecurity. Besides, an undertone of over expecting education to bring forth these formal jobs was equally noted.

**Young people need for help to start, run and grow their business:** The researcher sought to establish if young people need to be helped to start, run and grow their businesses to generate income and employment (Table 11).

Category	Respondents	Percentage
Strongly agree	16	59%
Agree	5	19%
Disagree	4	15%
Strongly disagree	2	7%
Neutral	0	0%
<b>Total</b>	<b>27</b>	<b>100%</b>

Table 10: Employment creation and curbing insecurity.

Majority of the respondents 74% strongly agreed that young people need to be helped to start, run and grow their businesses to generate income and employment. 26% agreed that young people need to be helped to start, run and grow their businesses to generate income and employment.

**Relationship between government loans and reduction of insecurity:** The researcher sought to establish if the

government offering loans to groups to start businesses would reduce insecurity (Table 12).

The researcher sought to establish that if the government offers

Category	Respondents	Percentage
Strongly agree	22	81
Agree	5	19
Disagree	0	0
Strongly disagree	0	0
Neutral	0	0
<b>Total</b>	<b>27</b>	<b>100</b>

Table 12: Relationship between government loans and reduction of insecurity.

offers loans to groups to start business it will reduce insecurity. From the study, 81% of respondents strongly agreed that if the government offers loans to groups to start a business, it would reduce insecurity, 19% agreed. This is an indication that idleness or lack of occupation has relationship with insecurity.

## DISCUSSIONS

This section discusses the results of the study based on the research objectives. The objectives of this study were to: to evaluate the social contract in addressing the job challenges looms and too focus on the response to the increasing demands of security insurgence. To achieve these objectives, three questions were asked, namely: What measures has the government put in place to curb unemployment? Is the government committed to its social contract with its people?; and To what extend is the government combating the increasing demands of security insurgence? The results of the findings are provided for each of the objectives investigated and the following is a discussion of the same.

**Unemployment:** Despite accounting for a significant proportion of the country's workforce, youth unemployment is at a record high confirming the marginalization and peripheralization of more than half the population of the country. There is an established link between youth unemployment and crime. In the findings, Majority of the respondents, 91% indicated that there is a relationship between unemployment and the rate of insecurity in Nairobi County. From the study 57% of respondents agreed that they had witnessed insecurity cases by the unengaged youths and less than half of the respondents, 43% disagree, saying that they had not witnessed insecurity cases by the unengaged youths. They claim nepotism was the philosophy a sign that work is not given on merit, perhaps hard work is not rewarded.

Spanning from the literature review and the findings from the study, the high level of youth unemployment in the country confirms a failure of economic models that the country has put in place. A failure to harness their potential and channeling it to the right avenues to contribute to the the same time, the educational systems have failed to produce the types of graduates needed in modern economies causing a

country's economy may lead to a recession. Such moves make the country to be besieged and embattled on many fronts by its citizens, unlike state actors hence extremism-caused by an underestimated political savvy of Kenyans' political regimes that give the youth empty promises. Unless a balance is stricken we are not likely to experience social peace.

**Governance:** Governance plays an important role when it comes to matters of security. The government has duty to offer an environment that assures security to its citizens. Thus, it is the duty of government to do enough to curb insecurity in public transport. If the government is doing enough, Majority of the respondents, 52% said yes, an indication that on governance, the government is playing its part though not satisfactorily as per the public expectation. The expectation from the country's residents is that the government should have been keen in promoting labor intensive industries that are a guaranteed solution for job creation. Unfortunately this has not been the case as some of these industries especially in the manufacturing sector have closed shop and moved to other countries.

Sometime in the European era, they envisage some governments move to either neighboring countries or far countries to negotiate for job opportunities for their citizens to reduce the backlog of jobs. Empirical evidence has proven that governments have a role in boosting economic growth and employment. All of the more successful growth economies can point to a very active role of government in promoting growth and employment. In the case of Kenya, the government and entrepreneurs must identify viable projects, and fund such projects to create jobs for all Kenyans.

There has been an acute rise of the economy and its bites are evident all over the country. These economic looms give no chance to either skilled or unskilled persons as the demands of their skill set to cut through. The skill set is something that individuals have but have not been granted an opportunity to showcase or enact. The population is increasing and so is the size of economically active population. The potential discontent among the educated that are unemployed is becoming a security concern as unemployment ought to be reduced in the interest of social stability and peace.

**Education:** The study sought to establish from respondents if the Kenyan education system is offering skills that can be applied by the youth to be ready for self-employment hence curb insecurity. From the study, 64% of respondents disagreed that the Kenyan education system is offering skills that can be applied by the youth to be ready for self-employment hence curb insecurity. While less than half of the respondents, 36% agreed saying that the Kenyan education system is offering skills that can be applied by the youth to be ready for self-employment hence curb insecurity.

Traditionally, many young people in the region saw education as the way to acquire credentials for formal and better jobs an indication of the government need to reform its institution. At mismatch of the demanded expertise with the skills. According to [Wakiaga \(2017\)](#), Kenya requires a more trained

craftsmen, artisans, technicians, and technologists to bridge a biting skills-gap and kick start the country's manufacturing sector that has been stagnant in the last 20 years. Because the current student population in the country's campuses is churning out more graduates and post-graduate students who compete for the scarce formal jobs. On the contrary, most of science courses are expensive in relation to cost forcing students to shun from them and opt for arts and humanities programme putting the country's economic ambition of balance in jeopardy.

Education is expected to create a platform for inclusive growth something that is yet to be realized in the country's economy. Inclusive growth offers a magic bullet for a country like Kenya to envisage a renaissance that developers refer to as transformational education system. This is happening so because the county's policies have failed to coalesce around a single, workable plan for inclusive growth making the study to question the education system. Does this imply the learners only receive content in brilliant pedagogies but they are not taught in the specific areas where they may channel and apply the knowledge? The need for pedagogic flexibility and responsiveness involves not only education and training institutions directly engaged in the value chain, but also those that support critical supporting institutions. The failure of economic, educational and political institutions represents a broken social contract.

## CONCLUSIONS

From the above results, it is noted that there is a significant relationship between insecurity and unemployment, by focusing on Unemployment, Governance and Education. So far institutional decay by encouraging nepotism has infringed a negative attitude that hard work will never be rewarded and that merit may have no place in the modern job opportunity advertisement. Further, governments and accruing economic strife have worsened the trend as they have lack better alternatives as well as the cutting edge. All said education is not left out as it carries the potential rubrics of fixing this up as it has lacked the strand on inclusive growth.

## RECOMMENDATIONS

The study results will be relevant to government agencies concerned with security and scholars through contributing to the body of knowledge in the area of insecurity and to the ongoing debate on social security (unemployment). It will also

be useful to the general public, aspiring policy makers, NGO's and development partners who will be exposed to the security challenges that affect the performance of the economy.

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