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# UNEMPLOYMENT AMONG THE YOUTH AND THEIR PERCEPTIONS ON ITS CONSEQUENCES IN KAJIADO EAST SUB COUNTY, KAJIADO COUNTY, KENYA

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#### **ABSTRACT**

**Purpose of the Study:** The study sought to investigate the perceptions of the youth on unemployment and its consequences in Kajiado East Sub County, Kenya. The research was guided by the following objectives: to investigate the social effects of unemployment on economic growth of youth among in Kajiado East Sub County; to investigate the effects of youth unemployment on security among in Kajiado East Sub County and to identify approaches that have been employed by the state and non-state actors to mitigate youth unemployment in Kajiado East Sub County. Two theories informed this study that is Keynesian theory of unemployment and Human Capital theory. The key arguments of these theories are that unemployment is a result of several interlocking factors originated from the policy level to education and training and to individual level.

**Statement of the Problem:** Despite Kajiado East Sub County being an area that borders the capital city of Kenya; the unemployment rate in this Sub County is quite high as reflected by the KNBS (2019) statistics which put it at 13%. A good number of them are trained in the various occupations but they do not get the opportunity to engage in gainful employment. This imposes a lot of pressure as well as strain on the households that they come from. The end result is usually an increase in delinquent activities among them at the family level as well as violence.

**Methodology:** Descriptive Research Design was used for this study in which both qualitative and quantitative approaches were applied. The target population included 5, 000 members of registered self-help youth groups. The sample was arrived at using Krejcie and Morgan's sampling formulae to arrive at 375 respondents.

**Result:** The study established that the youths perceive unemployment as a product of social and economic causes because things such as crime, drug abuse as well as violence and robbery are attributed to the issue of youth unemployment. Regarding the interventions put in place, it was established that the government has come up with initiatives such as '*Kazi kwa vijana*'(Youth employment initiative). These have been complimented by self-help initiatives in a bid to reduce unemployment among the youth by empowering them economically so that they can also contribute positively towards household livelihood. It is expected that the study will be able to generate information that will benefit policy makers, security organs, the Ministry of Planning as well as Non-Governmental Organizations.

**Conclusion**: The study concludes that there is a direct correlation between youth unemployment and insecurity and that addressing the latter will entail that youth are meaningfully engaged. .

**Recommendation:** The study recommends the diversification of employment opportunities to cover more youths as well as empowering them to engage in income generating activities and gainful occupations.

**Keywords:** Youth Unemployment, Perceptions, Kajiado East

#### 1.1 INTRODUCTION

Globally, youth unemployment is a matter that grapples many countries. Awiti& Scott, (2016), reveal that in the year 2015, about 197.1 million people were unemployed worldwide. This translated to a 14% increase compared to what was there a decade before. Youth unemployment is one of the challenges hindering the development of many societies around the globe. According to the International Labour Organization (2016), global youth unemployment rate rose from 12.9% in 2015 to 13.1% in 2016 and was expected to remain at the same level through 2017. In Emerging economies such as China and South Korea, youth unemployment increased from 13.3% to 13.7% while in the Latin America the rate increased from 15.7% to 17.1% between 2015 and 2016.

In Sub-Saharan Africa, youth unemployment remains constant at 10.9% between 2015 and 2016 (International Labour Organization, 2016). According to the ILO (2016), Northern Africa still exhibits the highest unemployment rate globally. The region has an unemployment rate of 30%. Youths aged between 15-24 years find themselves not in Education, Employment or Training this account for 32% in Tunisia and 40% in Egypt. According to Euro stat (2017), 70% of workers are in vulnerable employment. For example, in Ghana, unemployment rate is at 11.9%, Kenya 7.4%, Mozambique 24.5%, Namibia 34%, Nigeria 18.8%, Rwanda 13.2% and Zambia at 15%. According to World Bank (2017). African governments are confronting unemployment in many different ways. In Senegal, with 200,000 Senegalese joining the labour market each year, the President launched a programme in 2013 to create 30,000 jobs within a year and possibly 300,000 by 2017. The African Development Bank is financing some of Senegal's selfemployment programmes for youth and women. Youths account for 60% of all of Africa's jobless, according to the World Bank. In North Africa, the youth unemployment rate is 25% but is even greater in Botswana, the Republic of the Congo, Senegal, and South Africa, among others. With 200 million people aged between 15 and 24, Africa has the largest population of young people in the world. According to World Bank (2017) problem of unemployment is a real as it affects most African countries and needs redress. This is a pointer to the unemployment

situation in Africa. Youth in Africa have found themselves engaging in activities that run contrary to development; such activities include: violence, recruitment into militias and terror groups such as Al-Shabaab, anti-social activities such as prostitution and engagement in drugs and narcotics (Opondo, 2016).

According to the Kenya National Bureau of Statistics (2016), persons aged between 15-24 years make up 18.7 per cent of the Kenyan population with 4,197,382 male and 4,202,399 female. About 80% of the Kenyan population constitutes young people below the age of 35 years, a phenomenon that has come to be termed as "the youth bulge" (Boateng, 2016). This can be a celebration for a country due to all the strength in the youthful population but could also be a crisis especially in the wake of unemployment. The youths in Kenya are exposed to persistent risk and challenges including marginalization, harassment by the police, and impediment in accessing essential services such as education and healthcare (Hope, 2012). Nearly one in every five Kenyan youths of working age has no job compared to Uganda and Tanzania where about one in every 20 young people is jobless (Otuki, 2016). Over half of the Kenyan population is of working-age yet unemployment among Kenya's youth stood at 17.3 per cent compared to six per cent for both Uganda and Tanzania in 2014 (Otuki, 2016) despite having the largest economy compared with its East African partners in the in 2020.

Although Kajiado East Sub County is located in close proximity to Nairobi Metropolis, there exist high numbers of unemployed youths. This high unemployment may have been linked to several social and economic effects that bedevil the sub county. These include drug abuse, violence, youth apathy and social delinquency. It is against this background that the study sought to investigate the effects of unemployment on socio-economic growth of youth specifically in the Sub County.

#### 1.2 STATEMENT OF THE PROBLEM

Youth emanate from the households, there are a lot of investments that are usually geared towards training and preparing the youth for their future; this entails taking them to schools as well as training colleges and universities. This investment is usually driven by the desire to prepare them for employment and subsequent empowerment. However, when they fail to get these opportunities, the youth are always filled with a lot of hopelessness and this has negative effects on the households that they come from. For example, despite Kajiado East Sub County being an area that borders the capital city of Kenya; the unemployment rate in this Sub County is quite high as reflected by the KNBS (2019) statistics which put it at 13%. A good number of them are trained in the various occupations but they do not get the opportunity to engage in gainful employment. This imposes a lot of pressure as well as strain on the households that they come from. The end result is usually an increase in delinquent activities among them at the family level as well as violence. At the same time, when the youth engage in criminal behaviour such as theft and robbery, their households that they come from usually get affected, especially in terms of bailing them or even the bad reputation that they impose on these households. Therefore, the study focused on how the youths perceive unemployment and its effects.

#### 1.3 OBJECTIVES

- i. Establish the youth perceptions on the the social effects of unemployment on in Kajiado East Sub-County.
- ii. Examine the perceptions of the youths on the economic effects of youth unemployment on security in Kajiado East Sub-County.
- iii. To analyze measures employed by the government and non-state agencies to mitigate youth unemployment in Kajiado East Sub County.

#### 2.0 Literature Review

Statistics reveal that the youth (18-35) make up for about 30% of the Kenyan population and 60% of the total labour force (National Council for Population and Development, 2015). Awiti and Scott (2016) in the Kenya Youth Survey Report that involved 18854 respondents described Kenya as youthful Country whose median age is estimated at 19 years. The survey also revealed that unemployment was a major concern among the youths in Kenya. According to the Kenya Institute of Economic Affairs (2016), 17.1% of youths aged between 15 and 24 years are unemployed.

This rate is the highest when compared to other East African countries such as Burundi (10.4%), Uganda (6.6%), Tanzania (6.5%), and Rwanda (0.7%). Statistics from the World Bank (2017) estimated youth unemployment rate in Kenya at 21.8% as compared to 8% in Ethiopia, 5.5% in Tanzania, and 4.2% in Uganda. Thus, the youth unemployment rate in Kenya is significantly higher than the global average that stood at 12.6% in 2016 (International Labour Organization, 2016A). It is also higher than the unemployment rate in the Kenyan general population that was estimated at 10.8% in 2017 (World Bank, 2017B). Unemployment deprives youth of a source of income and livelihood condemning him or her to a life of poverty (Vaati, 2012). Youth unemployment also breeds countless social problems including theft and robbery, substance abuse and peddling, gambling, and discontent against the state that may culminate to violent demonstrations or even uprisings. According to Mugambi et al. (2014), unemployment also poses a threat to the wellbeing of youth as it may lead to cognitive, nutritional, and psychological deficits.

Youth unemployment varies across different segments of the youth population in Kenya. For instance, Kamau and Wamuthenya (2013) found out that there was a clear gender difference in the youth unemployment rate in Kenya. Unemployment rate for female was significantly higher than that of males. This finding is also supported by the Institute of Economic Affairs (2016), which found out that unemployment among female youths was 17.3% as compared to 16.8% for males. The study by Kiiru et al (2009) also found out that youth unemployment also varied in line with place of residence. Findings showed that youths residing in rural areas were more likely to be unemployed than youths living in urban areas. However, Elima (2015) study findings indicated that youth residing in rural areas were more likely to be self-employed in the agricultural sector than being wage employed or self-employed in business. Hence they cannot be classified as unemployment.

According to Were (2017), research on effects of youth unemployment on community development in Nairobi, pointed out that job opportunities and wage differences act as inducements for rural-urban migration for inexperienced employment in Kenya, and this has steered to growth in the number of the urban poor. A study by Brand & House (2017),

highlighted the fact that a number of youths migrate to metropolitan regions to seek for employment but they are unable to secure jobs as they lack expertise and work experience. Hence the urban economies are unable to assimilate them. The United Nation estimated that a majority of people in Africa will be living in cities and towns by the year 2020.

Unemployment in Africa, according to Echibiri (2013) is mostly experienced by youths who make up a high percentage of the population. Tang, (2015) states that, a high fraction of the population within African countries is made up of youths hence they are the ones that are hit hard by unemployment. However Magombeyi (2016) viewed a population with most youths as an asset once they are made key players in the economy. According to Afande (2015), youth are the most disadvantaged in the labour market. They experience long periods of unemployment due to a prolonged job search due to inexperience and limited job opportunities, and during periods of economic recession they are the first to be retrenched. Yet according to ILO (2016A) Report, employment opportunities for the youth create social and personal gains to the young people and society at large. World Bank (2017). Report illustrates that persistent periods of unemployment means lack of regular income and therefore dependency on their families. The consequences of this problem are a prolonged youthful stage and lack of savings and investments Elima (2015). This leads to poverty increase and marginalization, buttressing a vicious cycle that inhibits development prospects of a country (Kenya Vision 2030 lead to anti-social behaviour such as drug abuse and petty crimes.

Education and training are essential for young people to be absorbed in the labour market effectively. Education increases their potential and productivity thus opening up new opportunities in different sectors and professions. To this end, the Kenyan government continues to invest heavily in the education sector. In regard to the achievement of KV 2030, Opondo (2016) illustrates that the realization of this vision will depend on the creation of a skilful, productive and competitive human resource base that is in sync with a rapidly industrializing economy. However, millions of youth are churned out of university into the job market every year at a pace that is faster than the fewer jobs available.

ILO Report (2016) illustrates that excluding the educated from the main economic activity is a loss to the government as well as wastage of valuable financial and human resources. Additionally, prolonged youth unemployment jeopardizes a country's' economic growth but increases government's spending in the provision of various basic social services in order to sustain demands of the entire population. The government's ability to improve the quality of life of citizens is driven by the revenue obtained from various sources.

A prolonged job search experienced during early adulthood years may affect future employment prospects for the youth as well as lifetime earnings, whose effects may be felt up to decades later. Scott (2016) further note that such consequences may result from declining of skills but also from prospective employers' negative perception of youth who have been out of work for prolonged periods and without the habit and discipline of work. This scenario is more adverse for youth who have low level education. All this is a threat to the growth of potential of economies.

Makau (2016) research established that unemployment was a setback encountered by youths at both the countryside and the metropolitan regions. However, youths with low level education were worst hit by unemployment as compared to graduates. In addition, Odhiambo (2016) noted that a majority of policy makers in Africa see youths as non-players in the economic development due to lack of employment in the formal sector. This way of thought fails to

appreciate youths that work as hawking, domestic workers and they like youth population to be inactive.

Most of the literature reviewed examines the issue of unemployment broadly. Existing literature indicate that youth unemployment is a major problem in all parts of the world. In almost all countries, there are marked disparities between the youth employment rates and the rates for the general population. The body of literature also highlights the fact that youth unemployment is a complex problem that may not be attributed to a single factor. Studies conducted in different parts of the globe have found that youth unemployment vary from one area to another and from one group of people to the next. Each setting tends to exhibit unique factors and features that may influence the state of youth unemployment. The implication of this reality is that any study seeking to investigate effect of youth unemployment in a given area must consider contextual variables that exist in that area. Unfortunately, few studies have been conducted to investigate effect of youth unemployment in Kenya.

#### 3.0 METHODOLOGY

This study employed the descriptive survey design. According to Masika (2017) this design is used for gathering, summarising and interpreting detailed information. Descriptive research design was appropriate for this study as it facilitated collection of facts from a larger population without altering the surroundings, while analysing data numerically (Kothari, 2004). The research adopted a quantitative approach for purposes of coming up with statistical measurements. It also utilizes qualitative technique to collect and analyse data for purpose of triangulation and collection of data that had led to credible findings. The target population for this study entailed the youths who are unemployed in Kajiado East Sub County.

According to the records that were obtained from the CDF (Constituency Fund) office, there were approximately 5,000 youths who were registered in 50 self-help groups. This study targeted a total of 375 respondents who were members of the various self-help groups. This population was targeted through stratifying the five wards that make up the sub county and selecting an equal number of respondents, 75, from each of the groups hence making a total of 375.

The researcher administered the questionnaires to the respondents with the help of 5 well-trained research assistants on how to conduct data collection exercise while adhering to the ethical standards such as confidentiality and anonymity of the respondents. Data was analysed using both quantitative and qualitative methods. In the quantitative analysis, descriptive statistics such as tables, frequencies and percentages were used to summarise data on individual variables.

#### 4.0 FINDINGS AND DISCUSSIONS

#### **4.1 Demographic representation of Respondents**

Table 1 depicts demographic information on the demography of the respondents.

**Table 1: Demographic representation of Respondents** 

Question	Response (%)	
GENDER	<u>-</u>	
Male	43	
Female	57	
AGE		
18-22	10	
23-26	30	
27-30	40	
31-35	0	
EDUCATION LEVEL		
None	5	
Primary	5	
Secondary	30	
college	30	
University graduates	30	
LENGTH OF TIME UNEMPLOYED		
Up to 3 months	10	
3-12	25	
1-3	44	
Above 3 yrs	19	

The distribution of gender was considered as a very important attribute to the research. This was because it would point out the clear distribution of unemployment as per the gender in the sub County. From Figure 4.1 above, the percentage of women was 57% in comparison to that of the males which stood at 43%. This was a clear indication that from the sample that was taken, there were more women who are unemployed in comparison to men in Kajiado East sub County.

Age was a very significant factor in the study because of the fact that the study targeted youth and as such, the respondents had to fit in the age bracket of those who are considered as youth. From the findings in the figure above, a majority of them, 40% fell between the ages of 27 to 30; another 20% fell between the ages of 23 to 26. A paltry 10% were aged between 18 to 22. This was a clear indication that majority of the youth were actually in their most productive ages but at the same time were jobless.

Regarding the respondent's educational levels, it was apparent that a majority of them, 30% were secondary school leavers while another 30% were university graduates. Those who completed college were 25% and the rest constituted those with no education and primary level at 5% and 10% respectively. This representation suggests that many unemployed youths are learned and they have not only been trained in various fields, but they are also highly literate.

Those who stayed up to 12 months were 25% and the remaining had been unemployed for more than three years and up to three months at 10 and 19% respectively. This was a confirmation that those who had been unemployed for long constituted the largest majority and as such, they were better to provide the right information pertaining to the issue of unemployment based on their experience.

## 4.2 Youth perception on the economic effects of unemployment in Kajiado East Sub County

To get the full picture of economic that is associated with youth unemployment, the study assessed perception of youth on what they thought of the unemployment and economic implication and the findings are as a shown in the Table 2.

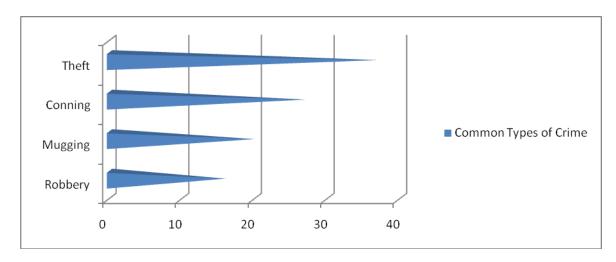
Table 2: Youths perceptions on economic implications of unemployment

Variable	SA	D	A	SD
There is a high dependency of youths because of unemployment	12	12	36	60
Inability to put food on the table for family	0	12	60	48
Inability to invest due to debt	60	24	36	0
Inability to pay medical bills	0	24	0	48
Inability to pay fees	0	12	0	36
It is the fault of the government	0 (0)	0(0)	24 (20)	36 (30)

The results of youth perception on the economic implication son unemployment are presented in the Table 2. A four Liker scale (strongly disagree, disagree, agree, and strongly agree) was used to assess the youths' perceptions on the effects of unemployment. (50%) of the respondents strongly agreed that youth unemployment was key cause of high dependency ratio. (50%) agreed that unemployment made it harder for them to put food on the table. (50%) strongly disagreed that debt led to low unemployment. Further, 40% of the respondents strongly agreed that for medical bills, 60% for inability to pay school fees and 90 % for governments fault as the main economic effects cause of youth unemployment.

## 4.3 Perceptions of the youth on the effects of unemployment on security among households in Kajiado East Sub-County

This study relates to unemployment and how these situations affect individuals. It can also be understood as the effect of a particular problem on the security fabric of the community and well-being of the people as well as households/families. It emerged in the study that crime was one of the social effects of youth employment in the area. The major types of crime are shown in Figure 1.



**Figure 1: Common Types of Crime in the Sub County** 

Based on the results in Figure 1, youth unemployment manifests itself in social behaviour. Some of the most common social maladjustments include theft which stands at 40%, conning at 35%, mugging at 27% and robbery at 17%. These behaviours are common place and the youth are the ones who engage in them.

In order to further validate the findings from quantitative data, data from the key informants were also interrogated on security aspect of youths in the area. They were in consensus that youth unemployment was associated with numerous insecurity effects and this was an area of concern. Most of the participants during the key interview revealed that the main security aspect of youth unemployment in Kajiado East Sub-County was engagement in criminal activities. In the face of such crime, members of the community did not feel safe. One of the key respondents shared that; Crime in this area is the order of the day. The problem lies squarely on our government who promised that they will create opportunities for employment. This has not happened. Many youths are unemployed. (KII 001) All the key informants concurred with the findings from the questionnaires and reported that the common forms of crime in the area ranged from robbery, theft and mugging.

It also emerged from the key respondents that there was high number of youth engaged in prostitution. Another aspect mentioned included poverty, poor health, loss of skills and increase in drug abuse. One of the key respondents had this to say: Most young people have been found with case of drug abuse, mugging or being a member of illegal groups. (*KII 002*) One of the youth leader revealed that unemployment of the youth in the area contributed a lot to crime as illustrated below: I believe unemployment in this area is the root to all evil associated with the young people in most cases, petty crime offenders have always comprised of the unemployed youth. (KII 003)

The depiction of unemployed young people as a cause of crime is also evident from one of the youth leader explained that:

Few or lack of employment opportunities usually give a fertile ground for crimes... the solution to the current problem of crime in the area lies squarely on both the County and National government in addressing all the unemployment needs of the youth together with their aspirations. (KII 004)

Radicalization is yet another social effect of unemployment as unearthed by one of the key respondents. The participant had this to say: Unemployment also acts as provides a perfect ground for radicalization leading young people to join violent movements and religious extremism. This is the reason why we have our youths in Mungikiand Al-Shabaab (KII 005).

### 4.4 Perception of Youths on the Social Effects of Unemployment on insecurity in Kajiado East sub County

Figure 2 presents responses on the perceptions of the youth on the social effects of unemployment.

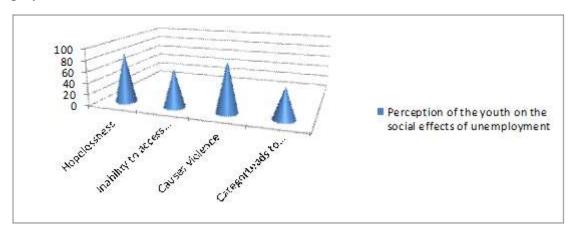


Figure 2: Perception of Youths

This study employed a liker scale (strongly disagree, disagree, agree, and strongly agree) to investigate the youth perception on social effects of unemployment. Majority of the youths 88% strongly agreed that violence was the main social effects of unemployment. Further, 88% of interrogated youth strongly agreed that unemployment of youths can also lead to hopelessness among youths in Kajiado East sub County. On the other hand 51% of youths revealed that unemployment may contribute to drug abuse.

From these statistics, it is evident that when youths are unemployed, the ultimate sufferer is the society. Unemployment denies the youth their livelihoods; since they are expected to be independent and in some cases, take care of their parents and siblings, when they are unemployed they are not in a position to do it. In some other cases, they are usually educated to gain knowledge and skills but they do not get the opportunity to apply them and contribute to the society. Therefore, they are more likely to engage in social deviancy. According to Atwoli (2016), deviant behaviour is a characteristic of the larger society and a reflection of adeeper societal problem. Therefore, from the findings, it is evident that most of the social maladjustments ranging from youth radicalization, violence, theft, mugging, and conning and even drug abuse are attributable to the youth. According to National Authority for the Campaign against Alcohol and Drug Abuse (2017), 50% of those who consume alcohol and illicit drugs are youths. This is because of the hopelessness they find themselves in as a result of not being able to get an opportunity to contribute positively to self-development as well as societal development.

#### 4.5 Approaches adopted to mitigate youth unemployment in Kajiado East Sub County

Approaches as used in this study relates to the general plans, tactics, or skills that need to be put in place to help the youth deal with their unemployment. It also implies mitigation measures for youth unemployment. The respondents were asked to indicate strategies that could help the unemployed youth in the area of study. Table 3 below summarises the findings.

Table 3: Strategies to reduce effects of youth unemployment

Variable	Frequency	Proportion
Formation of youth help groups	90	75
Small and medium enterprises (SMEs)	50	42
Community based organizations	50	42
Youths empowerments and trainings	80	67
Provision of low interest loans	30	25
Governments provision of subsidies	40	33
Free medical cover	56	47
Increased medical facilities	72	60
Youths involvement in decision making	80	67
Improved access to youth funds	104	87
Changing youth perception towards employment	80	67
Framing relevant economic policies	64	53

Source: Field Data (2021)

Majority of the youths (87%) perceived improved access to youth funds as the best strategies to reduce effects of youth unemployment. The study also revealed that formation of youth self-help groups 75%, youth empowerment and training 67%, and youth involvement in decision making 67% can also help in reducing youth unemployment. Most of the youth surveyed also perceived that changing youth perception towards employment 67%, increased medical facilities 47% and framing relevant economic policies 53% as synergies to could reduce youth unemployment. Minority of youths (25%) perceived that provision of low interests' loans can lower youth unemployment rates.

Various stakeholders play a critical role in curbing youth unemployment in Kajiado East sub County. To support youth in fighting unemployment in Kajiado East Sub-County several strategies has to be put in place and need to be implemented by concerns authority. Based on the interrogation from key informants in Kajiado East Sub-County, majority of them stated that increase allocation of funds to youth serves as the best strategy. This implies that the most limiting factor for youth success is lack of capital for investment. Training and sensitization of youths also came out clearly from the KII 009. One of the respondents had this to say: Members of public need to be sensitized on the role of the police in maintaining law and order and also to understand the duty of the police in safeguarding their rights in order to avoid giving bribes when caught breaking laws or want any form of service from police officers

Youth empowerment through training and supporting youth agricultural activities through subsidies of the inputs may also help to bridge the gap between job accessibility. This implies that better quality training equips youth with better skills that helps them to fit into job industry. On subsiding of agricultural inputs for youth who are engaged in food production boost youth income can be boosted by increasing production profit. It also found that involving youth in

decision making on issues affecting them is the least strategies in fighting youth unemployment in Kajiado East sub-County.

#### 5.0 CONCLUSIONS

From the findings of this study, it can be concluded that there is a direct co-relation between youth unemployment and insecurity. The majorities of young people in Kajiado East Sub County are either unemployed or under employed (engaging in informal petty trade). Those in the informal employment engage in boda riding, hawking, farming and petty trade. As reported in the findings, unemployed young people are reported to engage in criminal activities such as theft, drug abuse, sex trade and murder. This inference confirms the main thesis of this research paper. The paper therefore concludes that youth unemployment is highly securitized. Finally, this study concludes that even though there are general efforts by the government to address insecurity, the efforts to engage youth are minimal. At the same time, there are no specific initiatives addressing skilled gap, school dropouts and drug addiction as the major challenges affecting young people in Kajiado East Sub County.

#### **6.0 RECOMMENDATIONS**

- Social empowerment initiatives should be better coordinated with young people first receiving training to equip them with money management and enterprise skills before being given loans.
- The financial institutions should receive proposals from the youths that are driven towards entrepreneurship and assist them with capital to finance these enterprises.
- Youth polytechnics should be revived and equipped, to enable them train the youth and equip them with skills that will make them fit in the current labour market.

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