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LAW

UNEMPLOYMENT IN NIGERIA

Unemployment is a term referring to individuals who are employable and seeking a job but are unable to find a job. Furthermore it is those people in the workforce or pool of people who are available for work that does not have an appropriate job. Usually measured by the unemployment rate, which is dividing the number of unemployed persons by the total number of people in the workforce, unemployment serves as one of the indicators of an economy's status.

The term unemployment can be tricky and often confusing, but it certainly includes people who are waiting to return to a job after being discharged. However, it does not anymore encompass individuals who have stopped looking for a job in the past 4 weeks due to various reasons such as leaving work to pursue higher education, retirement, disability and personal issues. Even people who are not actively seeking a job anywhere but actually want to find one are not considered unemployed.

Unemployment occurs when a person who is actively searching for employment is unable to find work. Unemployment is often used as a measure of the health of the economy. The most frequent measure of the economy is the unemployment rate, which is the number of unemployed people divided by the number of people in the labour force. Statistics show that the unemployment rate in Nigeria from 1999 to 2019, in 2019 the unemployment rate in Nigeria was at approximately 6.11 percent. As at November 2019 the rate was 23.1 causing a warning from NECA that as at 2020 the unemployment rate may rise to 33.5 percent.

Below are perceived as the causes of unemployment;

Demand Deficient Unemployment; this is the biggest cause of unemployment that happens especially during a recession. When there is a reduction of demand for a company's product or services, they will most likely cut back on their production, making it unnecessary to retain a wide workforce within the organization. In effect workers are laid off. Coincidentally we

could say this is what we are passing through as at present due to the Novel Corona and the worldwide pandemic.

Frictional unemployment; refers to workers who are in between jobs. an example is a worker who recently quit or was fired and is looking for a job in an economy that is not experiencing a recession. it is not an unhealthy thing or practice because it is usually caused by workers looking for a job most suitable to their skill. For example a self employed tailor with a degree in accounting could decide to hone her skills in accounting and search for a job in that area of specialization.

Structural unemployment; happens when the skills set of a worker does not match the skill demands of the jobs available or if the worker lives far and cannot reach the geographical location of a job. An example is a teaching job that requires relocation to china, but the worker cannot secure a work visa due to certain visa restrictions. it can also happen when there is a technical change in the organization, such as work flow automation.

Voluntary unemployment; this happens or occurs when a worker decides to leave a job because it is no longer financially fulfilling. An example is a worker whose take home pay is less than his or her cost of living.

Effects

The impact of unemployment can both be felt by both the workers and the national economy and can create a jaunting effect. Unemployment causes workers to suffer financial difficulties that may lead to emotional destruction. when it happens consumer spending which is one of the economy's key drivers of growth, goes down, leading to a recession or even a great depression when left unaddressed like our predecessors.

Unemployment results in lower purchasing power, which in turn causes lowered profits for businesses and leads to budget cuts

and workforce restrictions. it creates a cycle that goes on and on and on. Everyone loses in the end causing extreme poverty, sufferings and loss of resources which all leads back to the problem of illiteracy and ignorance. And thereby causes depression and a state of inferiority and loss of self respect in some individuals.

There are various strategies for overcoming unemployment, which is as follows;

Encourage young entrepreneurs; young individuals and youths interested in starting their own businesses could begin with the available capitals and should be given intense encouragement and support and eventually employ other people.

The government at large could help and support developing industries at their roots this could help tremendously in increase in employment and create more jobs for individuals.

Education should be made cheaper; the quality of education should also be increased, so that once the young people graduate from their institutions they could get a better shot and higher chances of getting employed. Also the main aim is to give the 'long term unemployed' new skills to hone which help in finding jobs in the industries especially developing industries in the society.

Finally unemployment is a serious social and economic issue that results in a tremendous impact on everything but this issue is often ignored and overlooked. a stronger system of assessing unemployment should be put in place in order to determine its causes and how it should be addressed for the benefit of all involved.

