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**Underemployment in Nigeria**

Underemployment is a measure of employment and labor utilization in the economy that looks at how well the labor force is being utilized in terms of skills. Experience and availability to work. Labor that falls under the underemployment classification includes those workers that are highly skilled but working in low or skill jobs and part time workers who will prefer to be full time. This is different from unemployment in which the individual is working but is not working at full capability.

Underemployment is calculated by dividing the number of underemployed individuals with the total number of workers in a labor force. There are various types of unemployment. “Visible underemployment” works fewer hours than is necessary for a full time in his or her own field. Due to the reduced hours, they work two or more part time jobs in order to make ends meet.

“Invisible underemployment” This refers to the employment situation in which an individual is unable to find a job in his or her own field. This means that they work in a job that is not commensurate with their skill set and in most cases are under payed.

Lastly, the third type of underemployment refers to situations in which individuals who are unable to find work in their chosen field, quit their work force together.

With all being said and explained the term “underemployment” could be thoroughly understood. It is one of the underlying and main problem affecting Nigeria presently. In Nigeria presently almost the quarter of the population is out of work. The working age presently is from age 16-64 which is the retirement age but mostly in Nigeria people go into business from age 21 because that is the age most people graduate from university, there has been a great deal of difficulty in getting established.

In order for Nigeria to grow faster and curb underemployment/unemployment then it needs more investment: The most important thing we need in Nigeria is the private sector we need to grow in the next decade 10-15years, larger to really make a dent in underemployment in Nigeria. If we can invest more the underemployment rate most especially among youths will reduce drastically The Nigerian government should focus more on establishing more industries rather than importing them from oversees. At least if more industries for providing provisions (necessities in Nigeria) there would be more job vacancy available for the people including the youths as well. This alone will reduce the rate of underemployment as well as poverty.

Secondly, Technology has taken over the jobs of workers who would have been previously employed for those positions: This has really changed a lot in labor market. This has put fear in the minds of people of losing their jobs any moment a new technology is discovered because they could be easily replaced with the new technology. 25% of jobs are at high risk of disappearing due to future machine automation.

Even if technology can do most of the work man can do and as well do it faster it is still advisable to employ man to do the work because it will reduce the rate of underemployment in the country. Doing this alone has put a smile on over a million faces.

Also, people should be given the opportunity to utilize their skills where they are specialized: In Nigeria people tend to be given job opportunities in areas that most people are not specialized in or rather didn’t study in Universities this makes people who actually studied in that particular field feel like they have wasted their time and money when they are not able to utilize their skills.

In Nigeria presently people are given job employment with the help of connections from probably an influential person that they know making it hard for people who actually studied for that position without jobs.

In order for this to be avoided in Nigeria people in higher ranks should be fair in giving jobs that is, giving it to the people who actually worked for it and also deserves it not to known people or people with influential people in their families.

Asking for a raise or promotion should be normalized: Asking for this should be normalized in workplaces most especially if one is in a position where you are unable to use your expertise and skills after spending some time in the position. In cases like this the best result is if the employer agrees to your request. Getting this promotion will probably be an opportunity to utilize skills where one is specialized in.

Lastly, Underemployment contributes to rising poverty levels, since people pay for schooling and training and they don’t get jobs that compensate them to pay off their debts, let alone earn what they should be earning given their background and credentials: In situations like this fees for schooling should be decreased to enable people afford for other necessities and even if this could be hard there should also be an increase in salaries in order for people to fend for themselves and also for their families ‘if they are the bread winner.’

Due to underemployment in Nigeria the crime rate as well increased causing insecurity in the country. The crime rate has caused a lot of havoc and violence leading to an increase in the death rate in the country. Crime and Violence has increased in Nigeria among unemployed young people. There is also an increase in the level of prostitution, armed robbery, rape, fraud,

terrorism is all attributed to then incidence of underemployment. Many young people who are under payed and unemployed have become a burden to the employed.

All this could be avoided or rather reduced if there is enough job vacancy in Nigeria because as they saying goes “an idle man is in a devil’s workshop” meaning having nothing to do results to plotting evil and bad deeds in order to make ends meet. Not only should there be job availability in Nigeria but also the education system needs to be sound and encouraged because in Nigeria alone there are a lot of illiterates than the literates and obviously it wouldn’t be appropriate for illiterates to fill most of the working spaces because not only is intellectual capacity essential but also serving as a spokesman in place of work.

Also, vocational training should be essential and compulsory among youths. Focusing on only the white-collar job isn’t really advisable most times because surely white-collar job cannot work out for most people so it is sure that if it doesn’t work then there is a side hustle. So, asides from schooling hand skills should also be learned as a course or should be taken after schooling.

Lastly, plenty jobs in Nigeria are looked down on and most people do not want to engage with jobs like that, I think this mentality should stop because it is causing more harm than good at least if people could take all these jobs without looking down on them many would not be jobless and if people could be employed for what they actually studied then invisible underemployment could be curbed.

In conclusion, there are different kinds of underemployment in Nigeria but invisible underemployment is common in Nigeria, People should be able to utilize their skills as well as given job opportunities were, they are specialized in. Also, no country (Nigeria) can’t survive in an atmosphere of violent crimes. So, adequate job opportunities should be opened for everyone and also fees for schooling should be reduced to enable more graduates and literates. Lastly, asides from learning school work hand skills/vocational should also be compulsory for all youths given them a second opportunity if the first doesn’t work out.