

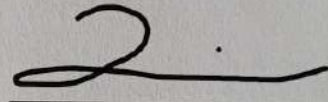
Appendix 4 – Declaration

STUDENT DECLARATION

Signed below, Amajoud Salsabil, student of the Szent István Campus of the Hungarian University of Agriculture and Life Science, at the BSc/MSc Course of Business Administration and Management, declare that the present Thesis is my own work and I have used the cited and quoted literature in accordance with the relevant legal and ethical rules. I understand that the one-page-summary of my thesis will be uploaded on the website of the Campus/Institute/Course and my Thesis will be available at the Host Department/Institute and in the repository of the University in accordance with the relevant legal and ethical rules.

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Date: 2023 / 05 / 02



Student

SUPERVISOR'S DECLARATION

As primary supervisor of the author of this thesis, I hereby declare that review of the thesis was done thoroughly; student was informed and guided on the method of citing literature sources in the dissertation, attention was drawn on the importance of using literature data in accordance with the relevant legal and ethical rules.

Confidential data are presented in the thesis: yes no *

Approval of thesis for oral defense on Final Examination: approved not approved *

Date: Gödöllő 20 23 05 month 03 day

Dr. Sándor Dr. Tóth Zsuzsa
signature

THESIS

Amajoud Salsabil
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With heartfelt gratitude,

Amajoud Salsabil

Preface

The purpose of this graduation project is to examine and explore the complex nature of unemployment and its impact on individuals, society, and the economy at a domestic and international level. It seeks to provide a comprehensive understanding of the different factors that contribute to unemployment, such as economic policies, technological advancements, and social dynamics. Through extensive research and analysis, the thesis aims to shed light on the diverse effects of unemployment on individuals and communities, including social exclusion, poverty, and mental health issues.

The study of unemployment is of significant importance as it is a pervasive issue affecting millions globally. Unemployment has far-reaching consequences on individuals, families, and society, including reduced income, decreased quality of life, and social disintegration. Understanding the underlying causes of unemployment is crucial for policymakers and economists to develop effective solutions to mitigate its negative impacts. Additionally, this research contributes to the broader discourse on the economic and social welfare relationship, highlighting the need for a more equitable and sustainable system that provides decent work opportunities for all.

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Introduction

There is no doubt that the first logical question facing us at the beginning of this study is: What does it mean to be unemployed? Because this question seems at first sight very simple, the reader may hasten to answer it by saying: The unemployed is the one who does not work. However, we should hasten to respond to the reader by saying: This definition is insufficient, and indeed inaccurate. The most important characteristic of the unemployed is that he does not work. However, there are a large number of individuals who do not work because they simply can't, such as children, the sick, the infirm, the elderly, and those who have been referred to retirement and are now receiving pensions, as these are not valid to be considered unemployed because the unemployed must be able to work, it should also be noted that there are likely to be a large number of individuals Those who can work and those who do not work, and yet it is not permissible to consider them unemployed because they are not looking for a job that suits them, such as students who study in high schools, universities, and higher institutes. Some individuals can work but do not search for it because they are frustrated. Some individuals can work, but they do not search for work because they are in a degree of wealth that makes them indispensable for work. All of these, are not considered valid to be termed as unemployed.

On the other hand, there may be several individuals who work and receive wages and salaries, but they are nevertheless looking for a better job. Although they registered themselves in the labour force as unemployed, they should not be considered as such. There are some workers all the time, and for this reason, they are in the process of searching for another job, t; there are also some workers and employees who work for some time against their will, but despite that, labour statistics often do not consider them unemployed even if they work one hour per week. These can be classified as being in a state of lack of employment, and they must be taken into account when compiling unemployment statistics. Accordingly, we conclude that everyone who is looking for a job is considered unemployed, and some individuals are not working at the moment of conducting the census, r at the time of Preparing unemployment statistics, but they are not classified within the unemployment circle because they have a job or a job from which they were temporarily absent, due to illness, leave, or For any other personal reasons.

1. Literature review

1.1. Definition and historical overview of unemployment

Unemployment is one of the complex socioeconomic terms that is still thrown around when trying to define it. The disagreement came mainly from the difference of views between thinkers in this field on many matters originally related to their orientation towards other concepts such as employment, full employment, underemployment, the extent of unemployment, and other categories that are at the heart of the matter. Greenwood, A. M. 1999. International Definitions and Prospects of Underemployment Statistics.

Paper prepared for the “Seminario sobre Subempleo” organized by the Departamento Administrativo Nacional de Estadísticas (DANE) and the Universidad Javeriana, Bogotá, Colombia, 8 to 12 November, 1999.

Based on this, reaching an agreed definition of unemployment - as stated by the Encyclopedia of Social Sciences, is difficult and elusive, as the definition depends on the conditions existing in the relevant time and place. For example, in a survey conducted on households in the United States of America In the year 1974, it was referred to the unemployed as all individuals who are fourteen years of age or older, and who do not work for wages outside the family for at least one hour a day at this time when many countries considered it to be a year or more, and that if the period of work is less than Three hours a day, this person can be considered idle.

The American Encyclopedia has explained Unemployment as a term that refers to the state of total non-employment, which refers to people who are able to work, who are willing to work, and who are looking for it but do not find it. From this point of view, unemployment includes different groups of individuals, which are:

- who do not work
- who only work seasonally
- Employed, but with low productivity.

Hayes, A. (2023). What Is Unemployment? Understanding Causes, Types,

Measurement. *Investopedia*. <https://www.investopedia.com/terms/u/unemployment.asp>

And if the foregoing refers to unemployment and idleness at the same time, then the American Encyclopedia has taken the same approach, but it preferred to look at the issue from the unemployed perspective when it clarified that the literal meaning of the word was intended by it in the past for all people who are without work, As for modernity, it has a more specific meaning, as it means those people who do not work for a specific period of time, who are capable of it, willing to do it, and seriously looking for it.

In any case, this particular approach is what the International Labor Organization also settled on in its definition of unemployment, despite what it added again in this regard, as it defined the unemployed as being able to work, willing to work, looking for it, and accepting it at the level of pay but to no avail.

In view of the above, it can be said that the internationally agreed definition of unemployment, or unemployment, which is also in line with the orientations of our current study, is assigned to three basic criteria, which must be met at the same time in order for a person to be truly unemployed, and according to the overall observed trends: The phrase “unemployed” applies to all those of working age according to what is determined in the specific situation, Within the following categories:

- Without work, those who do not work for pay or for their own account
- Available for work, those waiting for rented work, or self-employed
- Looking for work, those who have taken specific steps to search for paid work or become self-employed.

Husmanns, R. 2007. Measurement of Employment, Unemployment and Underemployment – Current International Standards and Issues in Their Application, Bulletin of Labour Statistic 2007-1.

Economists and experts unanimously agree, following the recommendation of the International Labor Organization (ILO), that unemployment should include those who are able and willing to work but cannot find employment at the prevailing wage level despite actively searching for it. This definition applies to both individuals who are entering the labour market for the first time and those who have previously worked but were forced to leave for any reason.

As a result, it can be concluded that unemployment in the field of sociology is characterized by the presence of a situation where individuals are not employed and are actively searching for employment. This state of non-employment is considered a condition, and the act of searching for employment is seen as a moral and behavioral necessity.

1.2. Types of Unemployment

The magnitude of unemployment differs across different groups based on factors such as gender, age, and race, as well as the duration of their unemployment. However, all of these variables are also influenced by the type of unemployment that is currently prevalent. Capitalist industrial nations recognize various types of unemployment, some of which are listed below:

- a. Cyclical unemployment: a type of unemployment that occurs in capitalist economies due to the cyclical nature of economic activity. This cycle has two phases: prosperity and contraction, each with a peak and a bottom point. During the prosperity phase, the economy expands, and employment, income, and output increase until reaching a peak. In the contraction phase, the economy declines, and employment, income, and output decrease until reaching a bottom point, followed by recovery and expansion again. Cyclical unemployment is characterized by a high unemployment rate during the contraction phase and a low unemployment rate during the prosperity phase. This is due to decreased demand for labour resulting from reduced production and decreased demand for consumer goods and raw materials. Additionally, profits, stock prices, and investor confidence decrease during the contraction phase.
- b. Frictional unemployment: caused by the movement of workers between professions and regions due to a lack of information among job seekers and business owners with job opportunities. When a worker moves to a new area or changes professions, finding a new job can be time-consuming as job seekers and business owners search for each other through various means. Some economists argue that taxes on income could help reduce frictional unemployment by subsidising the work search, thus reducing the time it takes to find a new job. The main issue with frictional unemployment is the lack of information and communication between job seekers and business owners, which can prolong the job search period.
- c. Structural unemployment: a type of joblessness that occurs when there is a mismatch between the skills and experience of unemployed workers and the available

employment opportunities due to structural changes in the national economy. These changes can be caused by a shift in product demand, changes in technology, the movement of industries, or changes in the labour market. Structural unemployment is difficult to address as there is a surplus of workers in one market and a demand for workers in another market, and it can persist until the forces of supply and demand align. For example, the mechanisation of production lines in the automotive industry led to a large number of layoffs, creating structural unemployment. The emergence of globalisation and multinational companies has also contributed to structural unemployment.

- d. Seasonal unemployment: or temporary unemployment, occurs when individuals work for certain periods and are not employed during other periods. This type of unemployment is common in rural areas of the Arab world, where work intensifies during certain seasons and slows down in others, resulting in a third of the year where there is no work. For example, students may work only during the summer season and remain unemployed for the rest of the year.
- e. Disguised unemployment: a situation where the number of workers keeps increasing, but other factors like capital or land remain fixed. This results in a decrease in the share of fixed elements, and eventually, the marginal product of labour becomes zero or negative. This type of unemployment is sometimes observed in family-owned agricultural businesses or the public sector when there is an excess of employees. Despite receiving wages, the workers may not produce anything meaningful.
- f. Voluntary and compulsory: Unemployment can be classified as voluntary or compulsory, but this classification may not be relevant in current times as voluntary unemployment is rare. Voluntary unemployment occurs when a worker chooses to be idle by resigning from their job to enjoy free time or find better opportunities. On the other hand, compulsory unemployment happens when a worker is forced to be idle due to layoffs or lack of employment opportunities despite their search and willingness to work. Compulsory unemployment is prevalent during cyclical recessions in industrialised countries.

Corporate Finance Institute. (2023b). Unemployment. Corporate Finance Institute. <https://corporatefinanceinstitute.com/resources/economics/unemployment/>

1.3. Domestic and international perspective on Unemployment

The global problem of unemployment has an impact on both national and global economies. In the United States, unemployment can have serious social and economic repercussions, such as poverty, decreased consumer spending, and slower economic growth. The globalisation period has made it possible for economic conditions in one country to have an impact on people all across the world, Therefore unemployment can also have global repercussions.

Domestically, the reasons for unemployment can differ based on the nation and its particular economic circumstances. However, in general, low economic growth, a lack of job creation, and a mismatch between labour force capabilities and market demands are all economic issues that are frequently associated with unemployment. Other elements, including technological advancements, globalisation, and governmental regulations, can also contribute to unemployment.

In order to alleviate domestic unemployment, Governments and organisations frequently undertake policies and initiatives targeted at generating jobs and helping the unemployed. Programs for job training, unemployment insurance, and macroeconomic policies like monetary and fiscal policies are a few examples of these.

The international community has also acknowledged the significance of addressing unemployment as a global issue at the same time. International agencies like the World Bank and the International Labor Organization (ILO) have created projects and programs to support job creation and enhance labour market conditions in developing nations.

International trade and investment can have a beneficial or negative impact on unemployment. Increased trade and investment, for instance, might result in the creation of jobs in sectors that export goods or services, as well as chances for employees in associated sectors like logistics and transportation. On the other hand, greater trade and investment may also result in job losses in sectors of the economy that are unable to compete with foreign goods that are more affordable.

In general, combating unemployment necessitates a multifaceted strategy that considers both internal and global concerns. It calls for financial support for small and medium-sized

businesses, investments in education and training, and policies that encourage economic development and job creation. In order to address the global effects of unemployment and to promote job creation and economic development around the world, international collaboration is also important.

ILO Department of Statistics. (n.d.). ILOSTAT - The leading source of labour statistics. ILOSTAT. <https://ilostat.ilo.org/>

1.4. Theories of unemployment

Over the years, economists have devoted a great deal of time and effort to studying the complex economic phenomena of unemployment. To explain why unemployment happens and how it might be handled, a number of theories of unemployment have been proposed. Every theory offers a distinct interpretation of the factors and reasons behind unemployment.

a. Classical unemployment theory

Various regulations and interventions can contribute to unemployment in different ways. For instance, increasing the minimum wage can lead to a rise in labour costs that surpasses the actual economic value of the work performed, particularly for low-skilled jobs. Consequently, businesses may react to minimum wage laws by refraining from hiring more workers to minimise their expenses and enhance their efficiency.

Another example is labour laws that mandate job security, limit layoffs or downsizing, and require employers to provide benefits beyond salaries. Such stringent labour laws can make some businesses hesitant to expand or hire new employees due to the legal and financial risks associated with compliance.

It is worth noting that in addition to the classical theory of unemployment, there are other relevant theories, such as the implicit contract theory and the efficiency wage theory.

b. Implicit contract theory

In 1983, macroeconomist Costas Azariadis from Greece and economist Joseph Stiglitz from the United States introduced the implicit contract theory of unemployment. This theory aims to clarify why there are quantity adjustments or layoffs rather than price or wage adjustments

in the labour market, especially during economic downturns. Its objective is to elucidate the primary cause of unemployment during a recession.

The implicit contract theory asserts that labour contracts and labour laws make it challenging for employers to decrease the wages of their current workers. Consequently, during a recession, when businesses need to reduce expenses and improve efficiency, they tend to lay off employees or reduce their workforce instead of implementing wage cuts.

c. Efficiency wage theory

In his 1890 book "Principles of Economics," the esteemed economist Alfred Marshall introduced the term "efficiency wages," which referred to the wage equivalent per unit of labour efficiency. The early supporters of this concept contended that employers should offer different wages based on the efficiency of their workers. This implies that a more productive worker should receive a higher wage than a less efficient one.

Over time, the Marshallian concept evolved into the efficiency wage theory, which argues that businesses can operate more effectively and increase productivity if they offer wages above the equilibrium level. Specifically, increasing wages beyond the current labour benchmark could lead to better employee performance, lower staff turnover, attract skilled workers, and enhance employee well-being.

However, there is a potential downside to paying high wages beyond the equilibrium level. Offering high wages would attract more job seekers to the company, and other employers might feel compelled to provide higher salaries to keep up with the competition in the labour market. If this practice becomes widespread, it might result in unemployment. This is because it makes labour more expensive, which discourages employers from hiring new employees and creates unrealistic expectations in the labour market, leading to a reluctance by workers to accept lower-paying jobs and employers to avoid hiring less competent workers.

d. Keynesian theory of unemployment

Keynesian economics offers an alternative explanation for unemployment, which is caused by insufficient demand in the economy. According to this theory, if the demand for goods and services decreases, production and employment will decline. Keynesians also argue that capitalist economies naturally go through boom-and-bust cycles, with low demand and unemployment characterising the bust phase. This theory helps to explain cyclical unemployment, which results from shifts in the business and economic cycle. Keynesians

suggest that government intervention is necessary to boost demand and reduce unemployment during economic recessions. Examples of government intervention can be seen during the Great Depression and the 2008 Financial Crisis.

e. Marxian Theory of Unemployment

The Marxian theory of unemployment is complementary to the Keynesian theory in that it relates economic demand to employment rates. Karl Marx argued in his manuscript, "Theories of Surplus Value," that unemployment is not only inherent but also necessary in a capitalist system. According to Marx, the proletariat or wage earners are meant to serve as a "reserve army of labour" to exert downward pressure on wages. This reserve army of labour is further divided into two subgroups: the surplus labour who are employed and the underemployed or unemployed. The unemployed members of the reserve army of labor compete for scarce jobs, driving wages lower and allowing capitalists or owners of means of production to manipulate the labour market. This situation also illustrates Marx's theory of alienation, in which workers are alienated from each other and their true nature.

Keynes, J. M. 1936. *The General Theory of Employment, Interest, and Money*. Britain: Palgrave MacMillan. ISBN: 978-0-230-00476-4

2. Domestic Unemployment

2.1. Definition of domestic unemployment

Domestic unemployment is a crucial economic indicator that is used to measure the level of joblessness within a particular country. It is calculated as the percentage of the labour force without work, actively seeking employment, and available to work. The unemployment rate can be influenced by various factors, including the state of the economy, government policies, and labour market conditions. For instance, a recession can lead to a rise in unemployment rates, while favourable economic conditions can lead to a decline in unemployment rates.

Domestic unemployment can be classified into different types, including frictional, structural, and cyclical unemployment. Frictional unemployment occurs when people are in between jobs or transitioning to new ones. Structural unemployment, on the other hand, results from a

mismatch between the skills of workers and available jobs, such as when a shift in the economy leads to certain jobs becoming obsolete. Cyclical unemployment is associated with fluctuations in the business cycle and overall economic conditions, such as a decline in demand for goods and services due to a recession.

Understanding the different types of domestic unemployment and their causes is essential for policymakers to develop effective strategies to reduce unemployment rates and improve the overall health of the economy. For example, policies aimed at reducing structural unemployment may involve retraining programs or investment in education to help workers acquire the skills needed for available jobs. Policies aimed at reducing cyclical unemployment may involve stimulus spending or monetary policy adjustments to support economic growth and job creation.

I selected Morocco, my home country, as the focal point of my study on unemployment at the domestic level. The decision was based on various factors, including the country's economic and labour market conditions, demographic trends, and availability of reliable data sources. By focusing on Morocco (Figure 1), I aim to provide a comprehensive understanding of the country's unemployment situation and contribute to the development of evidence-based policies aimed at reducing unemployment rates and improving the overall health of the economy.



Figure 1: Moroccan citizens from the Oriental region waiting in line to get social aid that, is due to the Oriental being one of the most affected regions by unemployment in Morocco. This phenomenon is caused by drought as well as the economic repercussions of the health crisis.

Source: Local Magazine

2.2. Causes of Unemployment in Morocco

a. The main factors controlling unemployment

The unemployment rate in Morocco is influenced by two primary factors: the employment supply and the job demand. The employment supply is characterised by a consistent rise in the number of individuals who are eligible to work. Meanwhile, the job demand is characterised by limited capabilities to accommodate job seekers. This is due to several economic imbalances and the fragility of growth in the country.

Despite the general impact of unemployment in Morocco, certain segments of the population are affected more significantly. Women, youth, and the urban sector are particularly susceptible to unemployment. This is a reflection of several factors, including limited access to education and training, insufficient support for small and medium-sized enterprises, and an inadequate legal framework for labour market regulations. Figure 2 depicts the evolution of the unemployment rate in Morocco from 2020 to 2023. The x-axis displays the time frame, while the y-axis represents the percentage of unemployed individuals. The graph shows that in the year 2020, the unemployment rate in Morocco was relatively stable at around 10%. However, as the COVID-19 pandemic hit the country in early 2021, the unemployment rate rapidly increased, reaching its peak at 15% in mid-2021. As the country gradually recovered from the pandemic, the unemployment rate started to decline, reaching 12% in early 2023. The graph portrays the ups and downs of the labor market in Morocco during a challenging period, highlighting the impact of external factors on the country's economy.

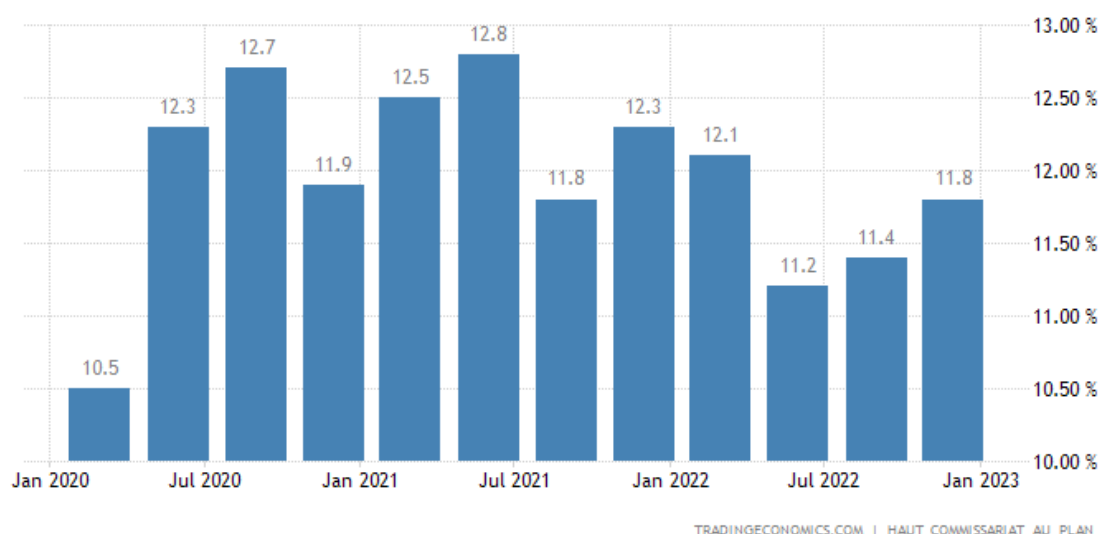


Figure2: The unemployment rate in Morocco

Source: *TRADINGECONOMICS.COM*

b. Job Offer

The significant rise in the number of individuals eligible for work in Morocco can be attributed to various demographic developments. Over the period of 1960 to 2003, the percentage of the population between the ages of 15 and 59 years increased from 48 per cent to 62 per cent. This increase can be partially attributed to rural-to-urban migration, also known as village exodus, as individuals move from rural areas to urban centres in search of better economic opportunities.

It is worth noting that the female component in the job market has seen a notable increase in recent years. This increase can be attributed to the improvement in the educational level of women and their gradual emancipation. The spread of education, especially for women, has contributed to a change in the structure of the job market. Women now have access to a wider range of job opportunities, which has contributed to the overall increase in the employment supply.

In conclusion, the steady increase in the number of people of working age in Morocco can be attributed to various demographic developments, including rural-to-urban migration and the improvement in the educational level of women. The recent changes in the job market structure and the increase in the female workforce reflect the significant impact of education and gender equality on the country's economic development.

Morocco. (n.d.). World Bank. <https://www.worldbank.org/en/country/morocco>

c. Job Request

The demand for work in Morocco is currently constrained by several limitations. One of the most significant of these limitations is weak job creation, particularly in urban areas. The economy's sluggish growth has resulted in limited job opportunities, which are unable to meet the high labour supply. This situation is primarily due to changes in consumption patterns and productivity levels in the country, which have yet to keep up with the increasing labour supply.

Additionally, foreign trade competition has placed significant pressure on the Moroccan economy, making it challenging for businesses to expand and create new jobs. This competition has led to a reduction in demand for locally produced goods, leading to a decrease in job opportunities in several sectors of the economy.

The impact of weak economic growth on job creation is particularly severe in urban areas. The urban labour market is characterised by a higher concentration of job seekers, which increases the competition for limited job opportunities. As a result, urban unemployment rates are generally higher than those in rural areas.

In conclusion, the weak demand for work in Morocco is primarily due to the limitations on job creation caused by weak economic growth, changes in consumption and productivity, and foreign trade competition. These limitations are particularly evident in urban areas, where the concentration of job seekers exacerbates the competition for limited job opportunities.

Morocco. (n.d.). World Bank. <https://www.worldbank.org/en/country/morocco>

d. Triggers of Unemployment

There are several causes of unemployment in Morocco, including economic, demographic, and educational factors. One of the primary reasons is the country's high population growth rate, which outpaces the rate of job creation. Additionally, Morocco's economy is largely dependent on low-skill industries, such as agriculture and textiles, which cannot provide enough jobs to meet the demand. Another contributing factor is the mismatch between the skills of the workforce and the needs of the job market. Many young people in Morocco need more education and training to succeed in a modern economy. Finally, the country's informal sector, which employs a significant portion of the population, does not offer job security or benefits, making it difficult for workers to support themselves and their families. Overall, these factors combine to create a challenging job market for many Moroccans, particularly young people, and contribute to the country's high unemployment rate.

Morocco. (n.d.). World Bank. <https://www.worldbank.org/en/country/morocco>

Furthermore, Morocco's education system is often criticised for failing to prepare young people for the job market. The curriculum is sometimes outdated and disconnected from the

needs of employers. This leaves many graduates without the necessary skills to find work or start their own businesses. In addition, corruption and a lack of transparency can make it difficult for individuals to secure employment, as many jobs are awarded based on personal connections or nepotism rather than merit. Finally, the global economic downturn has also had an impact on Morocco's job market, particularly in industries such as tourism, which have been severely affected by the COVID-19 pandemic. Addressing these various factors will require a multifaceted approach, including improvements to the education system, job creation in high-growth sectors, and efforts to combat corruption and promote transparency. With the right policies and investments, Morocco can help its citizens find meaningful work and build a more prosperous future.

Thelwell, K. (2021). The Impact of COVID-19 on Poverty in Morocco. The Borgen Project. <https://borgenproject.org/covid-19-and-poverty-in-morocco/>

I would also like to add that unemployment in Morocco is not evenly distributed across the population. Women, youth, and rural residents are particularly affected. Women face discrimination in the job market and often lack the same access to education and training as their male counterparts. Youth unemployment is also high, with many young people struggling to find work after completing their education. In rural areas, unemployment is often tied to a lack of economic opportunities and infrastructure, with many people relying on subsistence farming or informal work. Addressing these disparities will require targeted policies and programs that aim to increase access to education, training, and job opportunities for marginalized groups. Additionally, efforts should be made to encourage private sector investment in sectors that can provide sustainable, long-term employment opportunities, such as renewable energy and information technology. By taking a comprehensive and inclusive approach, Morocco can reduce unemployment and build a more equitable and prosperous society for all its citizens.

Youth economic inclusion in Morocco: An evidence sharing seminar | The Abdul Latif Jameel Poverty Action Lab. (2022, July 27). The Abdul Latif Jameel Poverty Action Lab (J-PAL). <https://www.povertyactionlab.org/blog/7-27-22/youth-economic-inclusion-morocco-evidence-sharing-seminar>

2.2. Effects of Unemployment in Morocco

Over the past two years, there has been a surge in protest movements in Morocco, and a majority of them have been spearheaded by unemployed youth. These protests have been fueled by several grievances, but the most pressing issue is the lack of job opportunities. According to various experts, the unemployment rates in Morocco are very concerning, especially among individuals with higher degrees. This situation is viewed as a potential threat to the political and social stability of the country.

The government has taken certain measures to address the issue, such as reducing financial positions allocated in the 2018 Finance Law to control the wage bill. However, this move has been criticised as being inadequate, and the government is said to be exploring other solutions, such as contractual employment. It is hoped that such initiatives will help to alleviate the unemployment crisis in Morocco and restore a sense of stability to the country.

Ismail, A. B. (2023, February 9). Why Morocco's Youth Employment Policies Continue to Fail. Arab Reform Initiative. <https://www.arab-reform.net/publication/why-moroccos-youth-employment-policies-continue-to-fail/>

Let's talk numbers...

At the beginning of this year, the High Commissioner for Planning announced that there was a rise in the unemployment rate across the country, with figures increasing from 9.9 percent in 2016 to 10.2 percent in 2017. In urban areas, the rate went up from 14.2 percent to 14.7 percent, while in rural areas, it remained stable at approximately 4 percent.

The delegate, in a memorandum circulated on the labor market situation in 2017, stated that there was an increase of 49,000 unemployed individuals in urban areas, bringing the total number of unemployed people in the country to 1,216,000 in 2017, up from 1,167,000 in 2016. The High Commission also reported that the registered unemployment rate for women was 14.7 per cent, while for men, it was 8.8 per cent. Additionally, the rates were significantly higher for adults under the age of 25, reaching 26.5 per cent, compared to 7.7 per cent for individuals over the age of 25.

In a related context, the same institution made a noteworthy observation, stating that "the likelihood of securing employment decreases as the level of educational qualification increases." This is evident in the fact that the unemployment rate among university graduates is 17.9 per cent, which is significantly higher than the rate of 3.8 percent for those without any formal qualifications.

HCP - High Commission for Planning of Morocco. (n.d).
<https://www.data4sdgs.org/partner/hcp-high-commission-planning-morocco>

a. Steady growth of the active population in exchange for declining job opportunities

Morocco has been facing a growing unemployment crisis, particularly among university graduates. According to a study conducted by the World Bank in collaboration with the High Commission for Planning, this problem is largely attributed to the challenges associated with accessing the labour market.

The study, entitled "The Labor Market in Morocco: Challenges and Opportunities," sheds light on the low rate of employment and activity in the country, which is due to weak job creation compared to the growth of the active population. In fact, the operating rate in Morocco is just 20.4 percent, which is quite low by international standards.

As a result, many university graduates in Morocco find themselves struggling to secure meaningful employment opportunities, despite having invested significant time and effort into their education. This issue has become a major concern for the government, which has been exploring various strategies to address the problem, including promoting entrepreneurship and developing new industries. However, there is still much work to be done to alleviate the unemployment crisis and ensure a brighter future for the country's young and educated workforce.

According to Ahmed al-Halimi, the High Commissioner for Planning, the significant gap between male and female unemployment rates in Morocco is partly due to traditional gender biases, with parents often prioritizing the education and employment opportunities of male children over their female counterparts. Additionally, wage discrimination is another factor that contributes to this disparity.

While the government has been taking measures to reduce its wage bill, which it believes is excessive, some experts argue that the root causes of unemployment in Morocco lie elsewhere. They point out that the public sector is unable to create enough new jobs to absorb the growing workforce, despite the shortage of skilled workers in many sectors. On the other hand, the private sector is also struggling to create enough employment opportunities.

The Minister of Labor and Professional Integration, Muhammad Yateem, has acknowledged that unemployment is a major challenge for the current government and remains one of its top priorities. However, he also noted that other factors are at play in exacerbating the problem.

b. Reducing public functions in exchange for other solutions

Mohamed Yateem, the Minister of Labor and Professional Integration, recognises that high unemployment rates in Morocco create an environment that is conducive to unorganised and potentially disruptive forms of protest. However, Yateem also believes that providing employment opportunities for young people is crucial for improving social and political stability, as well as fostering economic and social development while reducing disparities between individuals and regions.

Earlier, the Moroccan government committed to creating 1.2 million job opportunities between 2018 and 2021. However, the Finance Law of 2018 revealed a reduction in job positions from 23,000 to 19,000, with a decrease of 4,000 jobs, to continue efforts towards controlling the wage bill, as stated by Prime Minister Saad Eddin El Othmani.

It appears that employment in public jobs is no longer a priority for the government, as the Finance Law of 2018 stipulated the creation of only 19,265 jobs, with 12,000 of them being for the Ministry of Interior and National Defense, 4,000 for the Ministry of Health, and 3,265 for other sectors. The government seems to be shifting away from contractual employment, which was expected to create 55,000 job opportunities by the year 2019, according to the Minister of Labor and Professional Integration, Muhammad Yateem. However, observers criticised this approach due to the lack of job security for employees who are let go upon completion of their tasks.

Additionally, the National Agency for the Promotion of Employment and Skills is expected to create 90,000 job opportunities this year (2018) outside of the Finance Law. This implies that salaries will be paid by the private sector or through employment programs with donor support. The High Commissioner for Planning, Ahmed al-Halimi, emphasised the need for the government to focus on the agricultural sector and integrate it with modern technologies, which could provide thousands of job opportunities.

Some observers believe that relying solely on foreign investments cannot solve the unemployment crisis and that the solution lies in developing domestic production. This viewpoint is shared by al-Halimi, who highlighted that Morocco should decrease the volume of imports and encourage domestic production, which would increase exports from 33 per cent to 40 per cent, leading to greater economic growth and more job creation.

World Bank Group. (2021). Employment prospects for Moroccans. World Bank. <https://www.worldbank.org/en/news/feature/2021/03/30/employment-prospects-for-moroccans-diagnosing-the-barriers-to-good-jobs>

2.3. Current State of Unemployment in Morocco

In 2021, Morocco's unemployment rate was around 10.5%. The COVID-19 pandemic has significantly impacted the country's economy, leading to a rise in unemployment. Before the pandemic, the unemployment rate was around 9.2%. The pandemic has caused many businesses to shut down or reduce their operations, leading to job losses across various sectors. Additionally, the informal sector, which makes up a significant portion of Morocco's economy, has been hit hard by the pandemic. Despite the government's efforts to support businesses and provide financial assistance to those who have lost their jobs, the unemployment rate remains high. The youth unemployment rate, in particular, is a concern, with many young people struggling to find employment opportunities that match their qualifications and expectations. However, Morocco has been implementing measures to support economic growth and job creation, such as launching investment projects and vocational training programs.

Statista. (2023, April 4). Unemployment rate in Morocco 2021. <https://www.statista.com/statistics/502794/unemployment-rate-in-morocco/#:~:text=In%202021%2C%20the%20unemployment%20rate%20in%20Morocco%20decreased,unemployment%20rate%20declined%20to%2010.54%20percent%20in%202021.>

Going back to the COVID-19 pandemic that had a significant impact on Morocco's economy, the resulting rise in unemployment has been a major challenge. Many businesses have been forced to close or reduce their operations due to restrictions on movement and gatherings, which has led to job losses across various sectors. In addition, the informal sector, which includes many small businesses and self-employed individuals, has been hit particularly hard. Despite these challenges, the Moroccan government has implemented measures to support economic growth and job creation. For example, in 2020, the government launched a \$1 billion fund to support small and medium-sized enterprises (SMEs) that have been impacted by the

pandemic. The fund provides low-interest loans and other forms of support to help these businesses stay afloat and retain their employees.

The government has also been investing in infrastructure and other projects to stimulate economic growth and create jobs. For example, in 2020, the government launched a \$12.3 billion investment plan that includes funding for infrastructure projects such as highways, railways, and ports. These projects are expected to create jobs in the construction and related industries.

Morocco World News. (n.d.). Morocco Injects \$1.1 Billion into Projects to Stimulate Economy.<https://www.moroccoworldnews.com/><https://www.moroccoworldnews.com/2022/04/348476/morocco-injects-1-1-billion-into-projects-to-stimulate-economy>

In addition to these measures, the Moroccan government has been focusing on vocational training and education programs to help prepare young people for the job market. The National Initiative for Human Development, for example, provides vocational training and other support to young people from disadvantaged backgrounds. Other programs, such as the Moroccan-American Commission for Educational and Cultural Exchange, provide scholarships for Moroccan students to study abroad and gain skills and experience that can be applied in the Moroccan job market.

Despite these efforts, unemployment remains a significant challenge in Morocco, particularly for young people. However, the government's focus on job creation and support for businesses is a positive step towards reducing unemployment and promoting economic growth.

World Bank Group. (2022, January 12). Moroccan Economic Growth Could Accelerate with the Full Implementation of Broad-Based Reforms. World Bank.
<https://www.worldbank.org/en/news/press-release/2022/01/11/moroccan-economic-growth-could-accelerate-with-the-full-implementation-of-broad-based-reforms>

I would also like to add that the issue of unemployment in Morocco is complex and multi-faceted. While the government's efforts to create jobs and support businesses are important, there are also underlying structural issues that need to be addressed.

One such issue is the skills gap in the Moroccan job market. Many employers struggle to find workers with the necessary skills and qualifications to fill available positions. This is partly due to a mismatch between the skills that are being taught in schools and universities and the

skills that are in demand in the job market. To address this issue, the government and other stakeholders need to work together to ensure that education and training programs are aligned with the needs of the job market.

Another challenge is the high rate of informality in the Moroccan economy. Many people work in the informal sector, where jobs are often low-paying and lack job security or benefits. This makes it difficult for workers to plan for the future and build a stable financial foundation. To address this issue, the government could work on formalising the informal economy, providing incentives for businesses to register and operate legally, and improving access to social protection programs for workers in the informal sector.

Costello, Z. (2022). A Lack of Protection in the Informal Economy. High Atlas Foundation. <https://highatlasfoundation.org/a-lack-of-protection-in-the-informal-economy/>

Lastly, it is also important to address the issue of regional disparities in the job market. Unemployment rates are higher in some regions of Morocco than in others, and there are often significant differences in job opportunities and salaries between urban and rural areas. The government could work on implementing policies that promote job creation and economic growth in these regions, such as providing incentives for businesses to set up operations outside of urban centres and investing in infrastructure and other projects to promote economic development in rural areas.

3. International unemployment

3.1. Definition of international unemployment

International unemployment refers to the phenomenon where individuals are unable to find work in multiple countries, either due to a lack of job opportunities or a lack of necessary skills. It is a term used to describe the global labour market and the movement of labour across borders. International unemployment can be caused by various factors, such as economic downturns, technological advancements, and changes in the labour market structure. It is a complex issue that affects individuals and societies at large, and it requires cooperation and collaboration between nations to address it effectively. International organisations such as the International Labour Organization (ILO) and the United Nations (UN) have been working to

address this issue through policy initiatives and programs aimed at promoting job creation, improving access to education and training, and facilitating labour mobility.

In many cases, international unemployment can lead to a brain drain, where skilled and talented workers leave their home country in search of better job opportunities abroad. This can have negative effects on the economy and society of the home country, as it loses valuable human capital and potential sources of innovation and growth. At the same time, immigration policies in receiving countries can also impact international unemployment, as they may limit the number of foreign workers allowed to enter and work in their country. This can result in labour shortages in certain sectors while at the same time limiting job opportunities for workers in their home countries. As such, international unemployment is a complex issue that requires careful consideration of economic, social, and political factors both domestically and internationally.

GlossaryDataBank.(n.d.).<https://databank.worldbank.org/metadataglossary/jobs/series/SL.UEM.TOTL.ZS#:~:text=Unemployment%20refers%20to%20the%20share,International%20Labour%20Organization%2C%20ILOSTAT%20database>.

It's important to note that international unemployment is not only a concern for individuals but also for governments and the global economy as a whole. High levels of international unemployment can lead to social unrest, political instability, and a decrease in global economic growth. It's important for countries to work together to promote policies and programs that help address the underlying causes of international unemployment, such as improving access to education and training, promoting innovation and entrepreneurship, and creating job opportunities through investment and economic growth. Additionally, international organisations and agreements such as the World Trade Organization (WTO) can play a role in reducing barriers to trade and investment, which can help create new job opportunities and promote economic growth. Overall, addressing international unemployment is a complex and ongoing challenge that requires collaboration and cooperation from governments, organisations, and individuals around the world.

Global Economic Growth Slows Amid Gloomy And More Uncertain Outlook. (2022, July 26). IMF. <https://www.imf.org/en/Blogs/Articles/2022/07/26/blog-weo-update-july-2022>

The Figure 3 is representing global unemployment rate from 2002 to 2021 displays a clear trend of ups and downs over the past two decades. The line graph shows that the unemployment rate was relatively stable in the early 2000s, hovering around 6%. However, after the 2008 financial crisis, the unemployment rate skyrocketed, peaking in 2010 at nearly 9%. Since then, the rate has slowly decreased, but the recovery has been uneven across different regions of the world. The graph shows that in 2020, the unemployment rate surged again due to the COVID-19 pandemic, reaching its highest level since 2013. Overall, the graph illustrates the impact of economic events and global crises on the job market, and highlights the need for policies that promote job creation and support those who are unemployed.

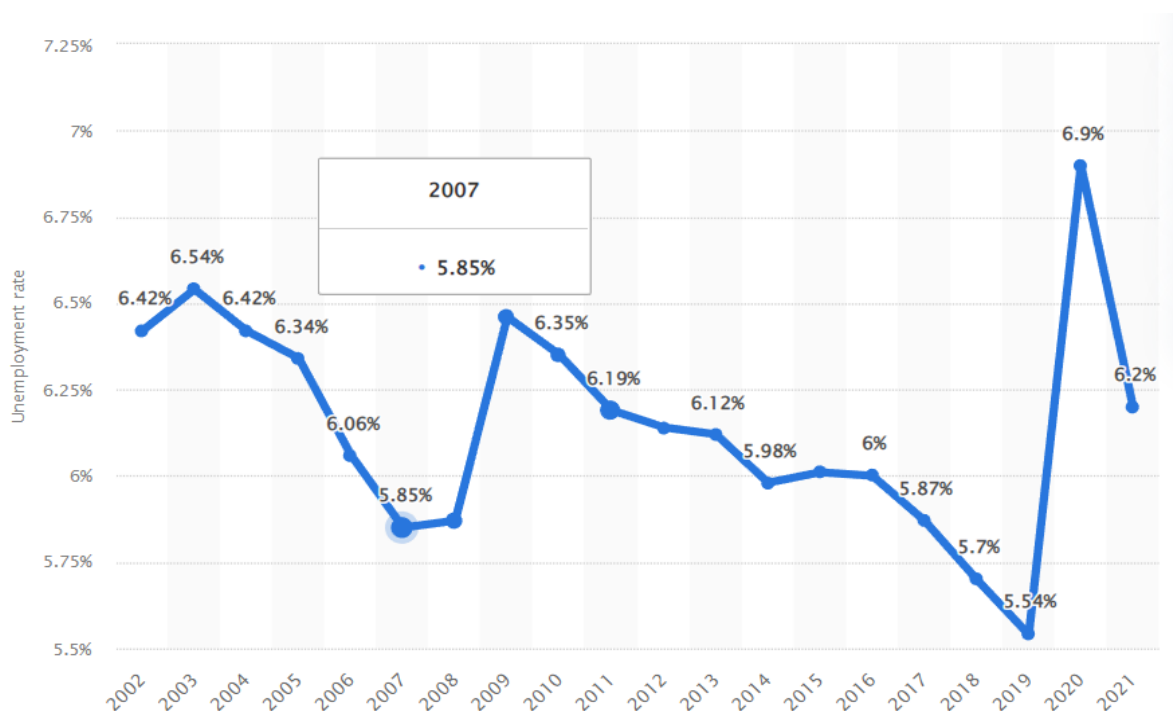


Figure3: Global unemployment rate from 2002 to 2021

Source: Statista.com

3.2. Causes of International Unemployment

Unemployment can be attributed to four main factors. Firstly, the growing population results in a higher number of job seekers, making it challenging to find jobs for everyone. In countries such as India and China, the demand for work exceeds the available employment opportunities, leading to a persisting unemployment situation. Secondly, rapid technological advancements have led to the replacement of manual labour with machines, resulting in job

loss for low-skilled or unskilled workers. Although technological change may not necessarily result in a net destruction of employment, it has certainly eliminated simpler tasks and raised the demand for more skilled workers. Thirdly, inadequate education or skills for employment can lead to structural unemployment as job qualifications do not match job responsibilities. The increasing demand for educated and skilled workers means fewer employment opportunities for those without a college education. Lastly, rising costs, economic crises, industrial decline, company bankruptcy, and organisational restructuring can force companies to reduce their workforce, leading to higher unemployment rates.

Hayes, A. (2023b). What Is Unemployment? Understanding Causes, Types, Measurement. Investopedia. <https://www.investopedia.com/terms/u/unemployment.asp>

Moreover, unemployment can have severe consequences, such as poverty, crime, and social unrest. In some cases, it can even lead to mental health problems such as depression and anxiety. Governments and organisations around the world have implemented various policies and programs to combat unemployment, including job training programs, investment in education, and incentives for businesses to create jobs. Additionally, economic policies such as monetary and fiscal policies can play a crucial role in reducing unemployment rates.

In addition, efforts to reduce unemployment should be complemented by measures to address income inequality, as it can have a significant impact on economic growth and social stability. By ensuring that everyone has access to education and training opportunities, healthcare, and social services, we can create a more equal and just society, which will ultimately benefit everyone.

Addressing the root causes of unemployment is critical to achieving sustainable economic growth and social stability. By implementing effective policies and programs to promote job creation, education, and skills development, we can reduce unemployment rates and create a more prosperous and equitable society. It is up to governments, businesses, and individuals to work together to achieve this goal.

Important not to lose sight of how the COVID-19 pandemic has had a significant impact on unemployment rates worldwide. The global outbreak of the virus led to the shutdown of businesses and industries, which resulted in widespread job losses. In 2020, some 114 million workers around the world lost their jobs or withdrew from the labour force., and

unemployment rates skyrocketed in many countries. Many industries, such as tourism and hospitality, were hit particularly hard by the pandemic, as travel restrictions and social distancing measures forced businesses to shut down or reduce their operations. Additionally, the economic fallout from the pandemic has disproportionately affected low-income workers and those in informal employment. Governments around the world have implemented various measures to support businesses and workers during this challenging time, including job retention schemes, unemployment benefits, and wage subsidies. However, the long-term impact of the pandemic on employment remains uncertain, and it is essential to continue to monitor and address the effects of COVID-19 on the labour market.

Tracking the COVID-19 Economy's Effects on Food, Housing, and Employment Hardships. (2022). Center on Budget and Policy Priorities. <https://www.cbpp.org/research/poverty-and-inequality/tracking-the-covid-19-economys-effects-on-food-housing-and>

Figure 4 The map and graph depicting global unemployment in 2020 provide a comprehensive view of the state of the job market around the world during the COVID-19 pandemic. The map displays a color-coded representation of the unemployment rates in different countries, with darker shades indicating higher rates. The graph, on the other hand, presents chart showing the percentage change in the unemployment rate by sector.

Both the map and graph show that the pandemic had a significant impact on the global economy and job market.

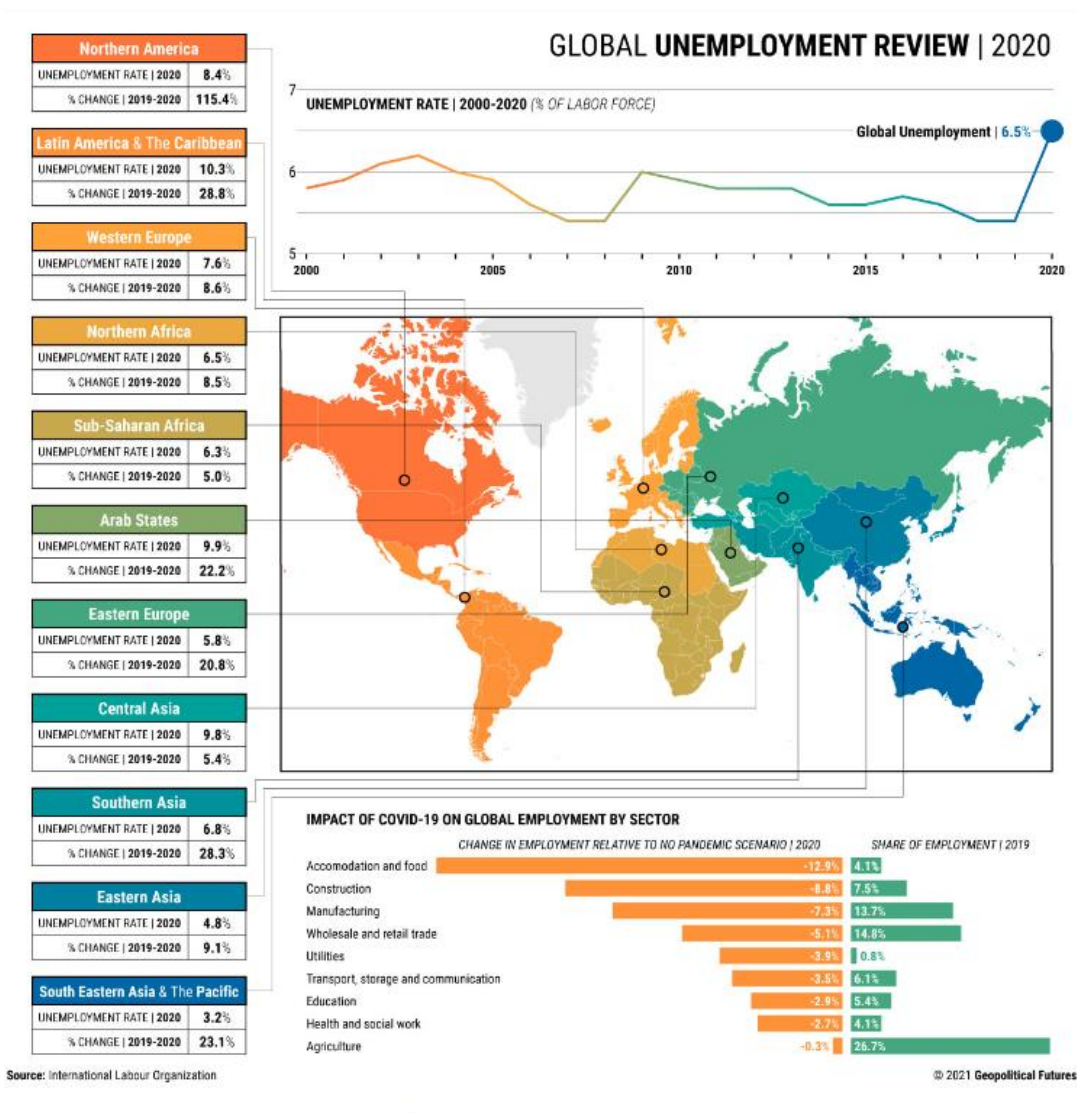


Figure 4: The Global Impact of COVID-19 on Employment

Source: International Labour Organization

3.3. Effects of International Unemployment

Unemployment has three major impacts. Firstly, it leads to financial difficulties arising from prolonged unemployment. Without money, individuals are unable to purchase essential items such as food, clothing, and shelter. The lack of income due to unemployment makes it impossible for people to meet their financial obligations. For instance, individuals who fail to pay mortgage payments or rent may lose their homes and become homeless. Moreover, unemployment also hinders people from participating in various activities, such as travelling, which can negatively impact the national economy and result in poverty. This financial crisis

and reduced purchasing power of a country can result in unemployed individuals being unable to maintain the minimum standard of living. As a consequence, the overall economy is adversely affected, and the poverty rate may increase.

Unemployment is responsible for a range of well-documented social problems. The excess of spare time and stress experienced by the unemployed often leads to an increase in the rates of alcoholism, drug abuse, and domestic violence. Additionally, high unemployment can result in an increase in the breakdown of marriages, societal divisions, and discrimination, as well as higher rates of suicide and crime, particularly among young people. These issues were highlighted in a study conducted by Garry Ottosen and Douglas Thompson in 1996.

Winefield, A.H., Tiggemann, M., Winefield, H.R., & Goldney, R.D. (1993). The psychological effects of unemployment and unsatisfactory employment in young men. *British Journal of Psychology*, 84(3), 271-282.

The negative social impacts of unemployment are significant and cannot be ignored. For instance, increased alcoholism and drug abuse can lead to severe health problems, addiction, and even death. Domestic violence is also a serious issue that can result in physical and emotional harm to the victims. The breakdown of marriages and societal divisions can have long-lasting effects on individuals, families, and communities.

Unemployment has been linked to negative effects on family functioning, as it can impact the interactions between parents and their children and spouse. Although unemployed parents may spend more time with their children, studies such as those conducted by Liker and Elder in 1983 and Barling in 1990 suggest that the quality of these interactions may not be as positive as those of employed parents. However, it is not entirely clear how unemployment plays a role in these adverse events and what the significance of other related factors may be.

Acmc, E. S. C. (2021). Effects of Unemployment On Individuals, Society And Economy. Bschorly. <https://bschorly.com/effects-of-unemployment-on-individuals-society-and-economy/>

Unemployment can have a profound psychological impact on individuals. Various studies have indicated a correlation between unemployment and low self-esteem and confidence, which can result in depression. Moreover, the heightened levels of anxiety and stress caused by

unemployment can lead to psychosomatic illnesses, feelings of worthlessness, and powerlessness.

A 1979 study conducted by Dr M. Brenner, titled "Influence of the Social Environment on Psychology," found that for every 10% increase in the number of unemployed individuals, there was a 1.2% increase in total mortality, a 1.7% increase in cardiovascular disease, a 1.3% increase in cirrhosis cases, a 1.7% increase in suicides, a 4.0% increase in arrests, and an 0.8% increase in reported assaults. Furthermore, prolonged unemployment can reduce a worker's life expectancy by up to 7 years, as highlighted in Alain Anderson's *Economics*, Fourth Edition, published in 2006.

Furthermore, discrimination against unemployed individuals can lead to stigmatisation, making it harder for them to find new employment and escape the cycle of unemployment. Additionally, high rates of suicide and crime can have detrimental effects on society, leading to a loss of life and increased fear and insecurity in communities.

Hosek, S. G., Harper, G. W., Lemos, D., & Martinez, J. D. (2008). An Ecological Model of Stressors Experienced by Youth Newly Diagnosed With HIV. *Journal of Hiv/Aids Prevention in Children & Youth*, 9(2), 192–218. <https://doi.org/10.1080/15538340902824118>

3.4. Current State of International Unemployment

International unemployment is a critical issue that affects millions of people worldwide. Unemployment is a situation in which a person who is willing and able to work cannot find a job. This phenomenon is a significant problem not only for individuals but also for the entire global economy. The unemployment rate is an essential indicator that measures the percentage of the total labour force that is unemployed.

According to the International Labour Organization (ILO), the global unemployment rate stood at 6.0% in 2021, representing approximately 190 million unemployed people worldwide. The COVID-19 pandemic has significantly impacted the global labour market, resulting in job losses and increased unemployment rates. In 2020, the global unemployment rate rose to 6.3%, representing an increase of 1.1 percentage points from the previous year.

ILO: Employment impact of the pandemic worse than expected. (2021, October 27). https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_824098/lang--en/index.htm

The impact of the pandemic on the labour market has been more significant for women than men. In 2021, the global unemployment rate for women stood at 6.9%, compared to 5.2% for men. Furthermore, women are more likely to work in sectors that have been disproportionately affected by the pandemic, such as tourism and hospitality.

The youth unemployment rate is another important indicator of the labour market's health. According to the ILO, the global youth unemployment rate stood at 13.9% in 2021, representing approximately 267 million young people worldwide. The pandemic has had a significant impact on youth employment, with many young people experiencing job losses or difficulties entering the labour market.

The situation is even worse in some countries. In 2021, the highest youth unemployment rates were recorded in countries such as South Africa (63.3%), Greece (50.6%), Spain (37.7%), and Italy (34.6%). These countries have struggled with high levels of youth unemployment for years, but the pandemic has exacerbated the situation.

ILO: Employment impact of the pandemic worse than expected. (2021, October 27). https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_824098/lang--en/index.htm

The long-term unemployed are another group that is particularly vulnerable to the negative effects of unemployment. Long-term unemployment is defined as a situation in which a person has been unemployed for 27 weeks or more. According to the ILO, the long-term unemployment rate stood at 0.9% globally in 2021. However, in some countries, such as Greece and Spain, the long-term unemployment rate is much higher, at 14.4% and 13.2%, respectively.

Unemployment is not just a social problem; it also has significant economic consequences. Unemployment can lead to a loss of human capital, reduced productivity, and lower economic growth. The COVID-19 pandemic has had a significant impact on the global economy, with many countries experiencing negative economic growth rates.

In conclusion, international unemployment is a critical issue that affects millions of people worldwide. The COVID-19 pandemic has had a significant impact on the global labour market, resulting in increased unemployment rates and job losses. Women, young people, and the long-term unemployed are particularly vulnerable to the negative effects of unemployment. It is

essential for policymakers to address this issue and implement measures that support job creation and economic growth.

Figure 5 :The OECD's chart depicts the unemployment rate trends in Euro area countries and the United States from 2017 to 2021. The chart's presentation is professional and clear, with a horizontal timeline of years along the x-axis and a vertical axis representing the unemployment rate percentage. The Euro area countries' line graph shows an upward trend from 2017 to 2019, with a peak in 2020 due to the COVID-19 pandemic's economic impact. The United States' unemployment rate also rose sharply in 2020, but it has since steadily declined. Overall, the chart provides a comprehensive visual representation of the changes in unemployment rates in the OECD countries over the years, allowing for easy comparison and analysis of each country's economic situation.

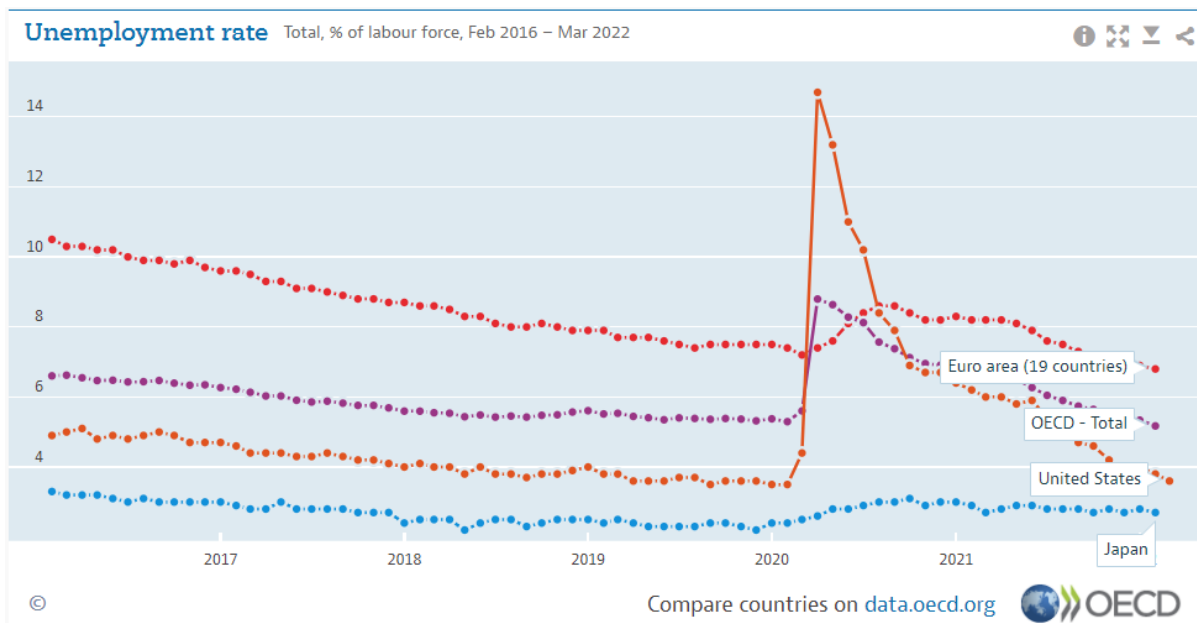


Figure 5: Unemployment Rate in OECD area

Source: OECD.org

4.Comparative Analysis

4.1 Comparison of domestic and international unemployment (Similarities and differences)

Unemployment is a pressing issue that impacts many countries, including Morocco. Morocco has struggled with high unemployment rates, with an average rate of 9.4% between 2017 and 2020, according to reports from the World Bank. There are various factors contributing to this issue, including a lack of job opportunities in certain sectors, a mismatch between the skills of the workforce and the needs of employers, and a large informal economy. These factors make it challenging for many highly educated Moroccans to find work that matches their qualifications.

Compared to the global average, Morocco's unemployment rate is still relatively high but lower than the worldwide figure of 5.7% reported by the International Labour Organization (ILO) in 2021. However, it's worth noting that each country has unique factors and circumstances that contribute to their unemployment rates, making it challenging to make direct comparisons between nations.

From sections IV and V, we can conclude the several similarities and differences between unemployment in Morocco and the world, including:

Similarities:

- Unemployment is one of the major problems in the world, as many countries face great challenges in facing this problem
- Unemployment causes many negative effects on society, such as high rates of poverty, crime and economic decline.
- Unemployment in the world is usually dealt with through the establishment of programs and projects to provide job opportunities and encourage investment.

Differences:

- Morocco faces various challenges in the field of unemployment, as it suffers from a lack of suitable jobs for young people and poor employment infrastructure.
- The world is characterised by its cultural, economic and political diversity, which makes its dealings with unemployment differ from one country to another, and this type of dealing differs from that which takes place in Morocco.
- The programs and projects undertaken by governments around the world to provide job opportunities and encourage investment vary, depending on the country's economic and social stat

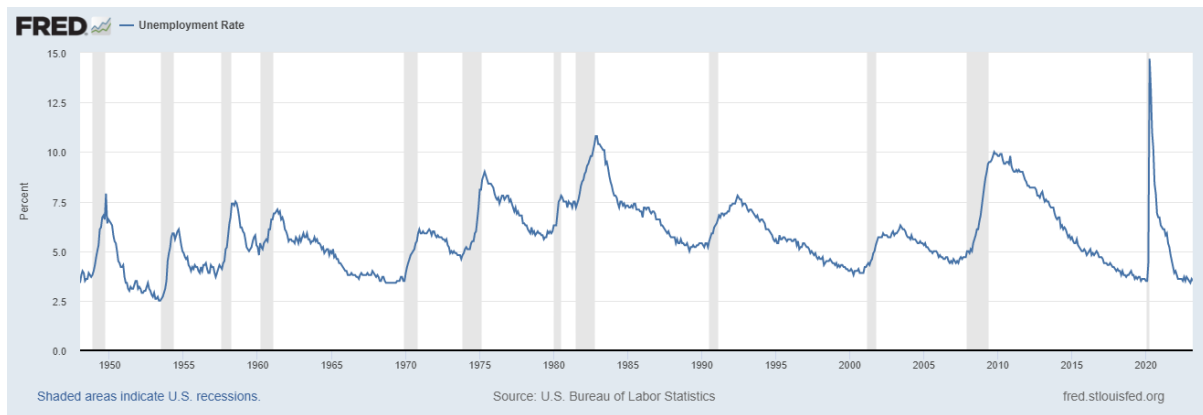


Figure 6: A live seasonally updated graph about unemployment globally

Source: FRED ECONOMIC DATA

4.2 Implications for Policy and Practice

"Employment policies" refers to all actions taken by the government to promote employment and ultimately combat unemployment. Unemployment stems from a malfunction in the labour market caused by an imbalance between the demand for work (from companies, etc.) and the supply of work (from workers). This results in a surplus of labour.

a. Economic recovery policies

The objective of a stimulus policy is to prompt a rapid economic recovery in the event of a crisis/recession.

The government can choose to act by combining budgetary and monetary policies to support the economy, with a focus on either stimulating domestic demand for goods and services within its country or on its supply.

❖ Budgetary policies

The support of consumption: the policy of demand

Stimulus policies, also known as Keynesian policies or demand-side policies, are associated with government support that invests in the economy by supporting private sector demand for goods and services. This support can take different forms:

- Increasing public investments (infrastructure, major projects...)
- Increasing public sector consumption
- Encouraging private consumption through tax cuts or financial aid, allowances, adjustments to replacement income or retirement income

The funds invested, by promoting economic recovery or supporting activity, should then fuel an increase in economic activity, strengthen the anticipated demand for goods and services, and thus promote employment."

The support of enterprises: the policy of supply

The supply-side policy aims to support business activity through administrative simplification (less regulation) and a reduction in taxes on businesses and taxation as a whole to support business competitiveness. Thus, the French government supported businesses through guaranteed loans, solidarity funds, reimbursement of contributions, and a reduction in production taxes...

In this way, the state seeks to encourage businesses to increase their production and expand, which can ultimately create new job opportunities and improve economic growth.

❖ Monetary Policies

Monetary policy refers to all the measures taken by a state or monetary authority to influence economic activity through the regulation of its currency. This mission is carried out by the European Central Bank. By lowering its key interest rates, the ECB will thus lower the cost of credit, which promotes investment (by households and businesses) and, ultimately, overall consumption and therefore anticipated demand by businesses.

Kermarrec, P. (2022b, April 4). Quelles politiques pour lutter contre le chômage? M'SIEUR. <https://pascalkermarrec.com/2022/02/16/quelles-politiques-pour-lutter-contre-le-chomage/>

b. Active Employment Policies

❖ Increase Work Flexibility

Companies are facing an increasingly uncertain environment, and their ability to adapt is crucial for their competitiveness and ability to respond to changes in demand. One of the key variables for adaptation is workforce management. Flexibility can be exercised in two ways:

- Externally, by increasing or decreasing the number of workers.
- Internally, by varying the working time within the company.

Since 2016, the state has developed a policy to increase flexibility in the labour market. To respond more easily to temporary needs, new types of employment contracts have been created that are more flexible than traditional open-ended or fixed-term contracts. For instance, there is the CDD (fixed-term contract) for specific projects or operations, which ends when the project is completed (rather than at a fixed term). Additionally, there is the CDD for executives and engineers, which can be concluded for a duration of 18 to 36 months (compared to a maximum of 18 months for a traditional CDD, unless there is an agreement with the branch)."

The El Khomri law introduced an additional factor, which is greater flexibility in terms of working hours. Although working hours have already been annualised since the shift to the 35-hour workweek, this law prioritises company agreements. In particular, it enables companies to extend working hours from 44 to 46 hours over 12 weeks and to reduce the increased rate of overtime. The new minimum rate of increase is 10%, compared to the previous 25% in the absence of an agreement, allowing each company to vary the working time in response to high activity.

In 2017, labour law underwent a reform through an ordinance that introduced a cap on prudential indemnities in the event of wrongful dismissal, aiming to limit legal and financial risks for companies. This reform also allowed collective termination agreements, authorised collective agreements to determine the duration of fixed-term contracts, and simplified economic layoffs...

The French flexicurity project is presented as a social system that allows companies greater ease in dismissing employees (flexibility aspect) while providing long and significant compensation for the dismissed employees (security aspect). However, these labour market deregulation measures cannot be considered a true flexicurity policy. A real flexicurity policy should have aimed to make permanent contracts more flexible, not just precarious employment, and should have strengthened compensation and support for job seekers. Unfortunately, the unemployment insurance reform has made conditions for compensation stricter and limits the compensation, which is already below the poverty threshold for the majority of job seekers.

❖ Lower the cost of Labour

The concept of the cost of labour is separate from the remuneration of work in the form of wages. Social security contributions are added to the salary, making up the cost of labour, which consists of gross remuneration and employer contributions, along with additional taxes like professional training. These contributions are used to fund the French social protection system.

The expected benefits of the reduction in labour costs

In a free trade economic area like the European Union, and in the wider context of globalisation of trade, the cost of labour affects the competitiveness of businesses. A reduction in labour costs would have a two-fold impact:

Firstly, it would lower the cost of new hires, making it easier to recruit.

Secondly, it could result in lower prices, leading to increased demand for goods and services, greater production, and more hiring.

The debate often centres around the level of the minimum wage. It may be viewed as a hindrance to the employment of low-skilled or unskilled workers since its level may exceed the equilibrium wage. According to neoclassical market analysis, which assumes pure and perfect competition, when supply exceeds demand, suppliers (workers) compete to sell their labour by lowering the price they offer, which increases demand and reduces supply.

The price drops until the quantities supplied and demanded are balanced, setting the equilibrium price and quantities exchanged.

Exemption policies from social security contributions

To reduce the cost of labour, governments over the past thirty years have constantly exempted the lowest wages from employer contributions, which apply to the least qualified workers, since wages are regulated by law and cannot fluctuate according to the needs of the company. This has been achieved through various measures, including the Fillon exemptions and the Tax Credit for Competitiveness and Employment (CICE) in 2013, which applied to wages up to 2.5 times the minimum wage and was later transformed in 2019 into a reduction in employer contributions, costing 58 billion euros per year.

It should be noted that the decrease in labour costs has unintended consequences. When wages are too low, the state is forced to offset rising living costs through measures such as energy vouchers, inflation checks, and activity bonuses, even as it must compensate for lost revenue from social security exemptions.

Kermarrec, P. (2022b, April 4). Quelles politiques pour lutter contre le chômage? M'SIEUR. <https://pascalkermarrec.com/2022/02/16/quelles-politiques-pour-lutter-contre-le-chomage/>

c. Investing in Human Capital: Training

Education and training are meant in a broader sense, encompassing both initial education (primary school, secondary school, high school, and higher education) and ongoing professional development throughout individuals' careers. This right to education and training enables individuals to develop and adjust their skills to meet the demands of the job market, ultimately increasing workers' employability, i.e., their capacity to hold a job.

The level of qualification in France, for example, has increased significantly. While in 1985, the percentage of high school graduates in a generation was 29%, it reached 81% in 2018. Similarly, 50% of women and 42.7% of men aged 25 to 34 have a higher education degree, compared to 24.6% and 23.4% for the age group of 55-64, reflecting the trend of the active population with the rise of managerial and intermediate professions.

Despite this impressive progress, disparities linked to social origin are concealed by this phenomenon: 34% of children whose parents graduated from higher education have a diploma at the Bac +5 level or above, while only 5% of those whose parents have little or no education achieve this level. Conversely, almost a quarter of individuals whose parents have little or no education have no diploma, while only 4% of children of higher education graduates are in this situation.

Kermarrec, P. (2022b, April 4). Quelles politiques pour lutter contre le chômage? M'SIEUR. <https://pascalkermarrec.com/2022/02/16/quelles-politiques-pour-lutter-contre-le-chomage/>

d. Passive Employment Policies

Passive employment policies have the goal of making unemployment more bearable for people and/or reducing the active workforce. This includes implementing unemployment benefits through the provision of an unemployment allowance.

Other measures can also be taken, such as lowering the retirement age (as was done in France in 1982 when it was lowered from 65 to 60) or sharing work through a reduction in working hours (such as the Aubry law in France, which established a 35-hour workweek). However, the current trend is moving in the opposite direction, with the retirement age increasing from 60 to 62, the elimination of exemptions from job searches for seniors, and the end of early retirement. These changes have increased the activity rate of 55-65-year-olds but not necessarily their employment rate.

Kermarrec, P. (2022b, April 4). Quelles politiques pour lutter contre le chômage? M'SIEUR. <https://pascalkermarrec.com/2022/02/16/quelles-politiques-pour-lutter-contre-le-chomage/>

Methodology and Findings

Research design

Examining domestic and international unemployment and figuring out what causes affect differences in unemployment rates between nations is the key research issue of my study. My research specifically intends to pinpoint the main causes of unemployment and explore how these elements may vary between nations with various degrees of political, social, and economic development. Additionally, my research is looking for potential policy changes that may be made to lower unemployment rates and encourage more stable labour markets both at home and abroad.

4.3 Data collection

In order to achieve my research goals, I decided to primarily collect my own data. I believe that this approach is the most suitable for my research as it allows me to capture the latest behavioural changes during the research period. The unemployment index is constantly changing, and as a result, the responses from participants to the same question may vary depending on the time and location they are asked. It is essential to have up-to-date data

for this research, and therefore I decided to use secondary data only to obtain knowledgeable materials such as government statistics and academic publications.

Moreover, I will be using the quantitative research method, which involves analysing numerical data and surveys with close-ended questions. This method is appropriate for my research as it allows me to analyse the data using statistical techniques and identify trends and patterns in the data. By using this approach, I will be able to draw objective conclusions based on the data, which will provide a more accurate representation of the research findings.

4.4 Methods of Data Collection

The research data was collected in the form of a questionnaire created by Google Forms. The questionnaire was divided into two main sections. Which 1st section asked about Personal information such as Age and gender ... to classify respondents based on certain demographics, control for potential effects of these variables in statistical analysis, and understand the generalizability of findings, 2nd section asked respondents about some general questions about their perspective on unemployment domestically and internationally. In total, the questionnaire included 24 multiple-choice questions, 7 of them with the availability to type a short answer.

The survey was distributed using a combination of two non-probability sampling techniques, convenience sampling and snowball sampling methods 58. The first sampling method I used was convenience sampling, where the sample was selected based on their convenient availability. Since the sample size was still small after the application of the convenience sampling, I continued to use snowball sampling, where I asked suitable respondents to spread the questionnaire to similar subjects in their networks. It took me around a week to obtain 90 responses. I mainly used three social platforms (Instagram, WhatsApp, and Messenger) to share the questionnaire. To be more specific, I personally sent the link to the questionnaire to my family and friends via Messenger and WhatsApp and also asked them to forward the link to others in their contacts with different age ranges. By doing that, it increased the diversity of the answers. I also posted it on a Facebook group whose activity is about filling out surveys for group members in order to reach the targeted number of respondents.

Methods of Analysis

The collected data was directly transferred into Microsoft Excel for further analysis. This process involved inputting the data into the spreadsheet cells, organising it in the appropriate format, and verifying the accuracy of the data. Once the data was verified, suitable charts were created to display the information in a visual format for easier interpretation. These charts allowed for easy comparison of the data, identifying any patterns or trends that may be present. Overall, the use of Microsoft Excel aided in the organisation, analysis, and presentation of the collected data.

5.Questionnaire result analysis

The upcoming section will comprehensively present the data gathered from my research through various charts accompanied by my detailed explanation. The questionnaire can be found in the appendix.

5.1 Respondents' Demographic Profile

The Figure 8 displays the distribution of ages within the respondents.

What is your age?

90 réponses

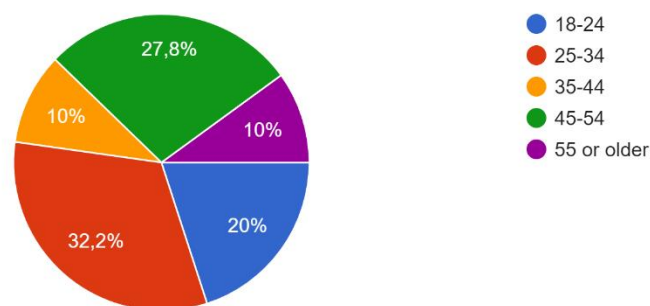


Figure 8

Source: own research

Based on the provided chart, the largest age group comprises people between 25 to 34 years, making up 32.2% of the total population. The second most significant group is individuals between 45 to 54 years, representing 27.8% of the population. Those between 18 to 24 years old make up 20% of the total population, whereas those between 35 to 44 years and 55 or older represent 10% each. The data suggests that the majority of the population falls between the ages of 25 to 54 years, with individuals between 25 to 34 being the most prominent. Moreover, it indicates that the population is relatively evenly distributed across the age groups, with no particular age group dominating the population.

Figure 9 shows the percentage of male, female and non-binary respondents in the survey.

What is your gender?

90 réponses

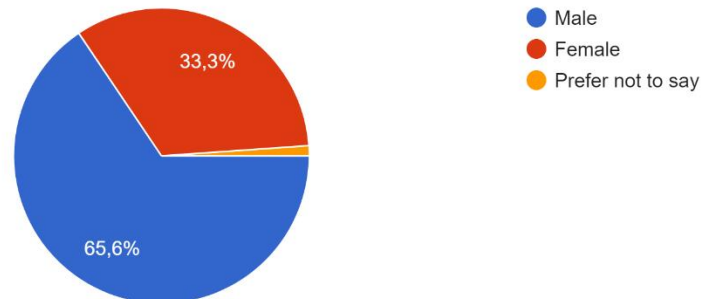


Figure 9

Source: own research

Based on the provided survey results, the majority of respondents are male, accounting for 65.6% of the total sample. Meanwhile, 33.3% of respondents are female, with one person, or 1.1% of respondents, preferring not to say. The data suggests that more males participated in the survey than females. While the reasons for this discrepancy are unclear, it could be due to a variety of factors, including the survey's distribution channels or the topic's perceived relevance to males versus females.

Figure 10, 11 and 12 depicts the distribution of respondents' countries of origin based on their selected options.

What is your country?

90 réponses

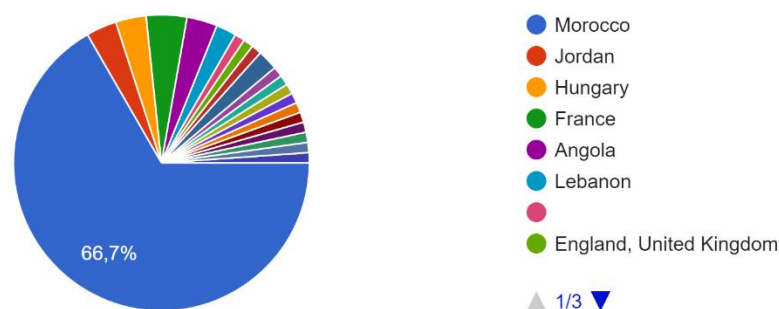


Figure 10

Source: own research

What is your country?

90 réponses

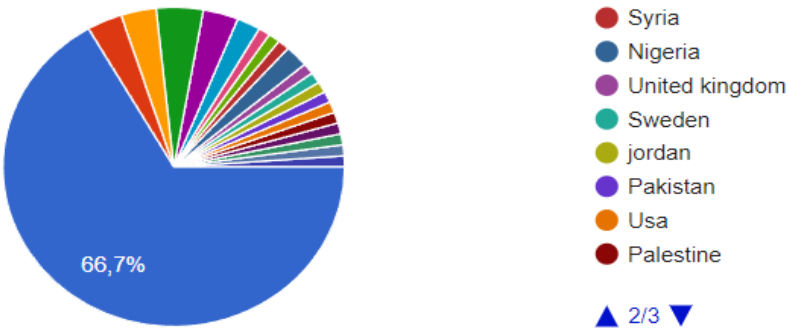


Figure 11

Source: own research

What is your country?

90 réponses

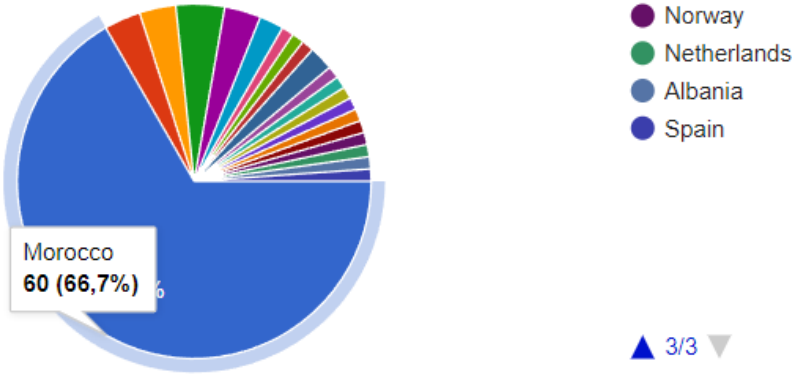


Figure 12

Source: own research

The survey results show that the majority of the respondents, representing 66.7%, are from Morocco, while the remaining 33.3% are from various other countries, including Jordan, Hungary, France, Angola, Lebanon, the United Kingdom, Syria, Nigeria, Sweden, Pakistan, the United States, Palestine, Norway, the Netherlands, Albania, and Spain. It is important to note that my social circle c

predominantly consists of individuals from Morocco, which explains the overwhelming number of respondents from that country.

The data reveals that unemployment is not limited to any particular region or country, as respondents from multiple countries reported experiencing unemployment. While the data does not provide a comprehensive picture of the global unemployment situation, it does suggest that the issue is widespread and affects individuals worldwide.

By analysing unemployment trends in different countries, policymakers can identify the root causes of the problem and implement tailored solutions that address specific issues affecting each country. Overall, this data highlights the importance of global collaboration in addressing the issue of unemployment and developing strategies that are effective across different regions and cultures.

Figure 13 shows the distribution of respondents based on their highest level of education.

What is your highest level of education completed?

89 réponses

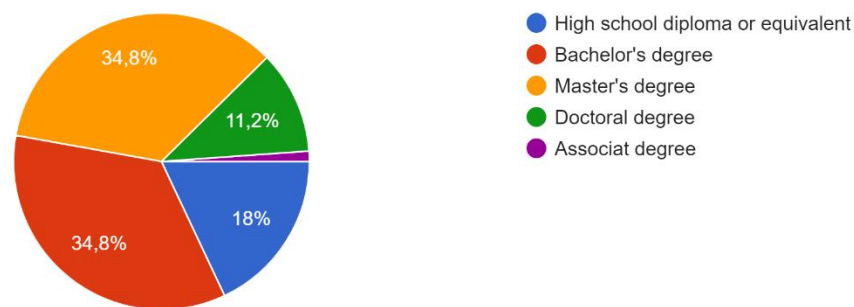


Figure 13

Source: own research

The respondents' educational attainment level was relatively high, with the majority having attained either a Bachelor's or Master's degree. Specifically, 34.8% of the respondents had a Master's degree, while an equal proportion had a Bachelor's degree. 11.2% of the respondents had a Doctoral degree, while only 1% of the respondents had an Associate degree. Furthermore, 18% of the respondents had a high school diploma or equivalent.

This data suggests that the majority of the survey respondents were highly educated, which may reflect a bias in the sample. Respondents with higher levels of education may be more likely to participate in surveys, while those with lower levels of education may be less likely to do so. Additionally, the high percentage of respondents with advanced degrees may also reflect the level of education necessary for employment in certain fields, particularly those related to the survey's focus on unemployment.

This data highlights the importance of ensuring that individuals have access to education and training programs that prepare them for employment opportunities in their respective fields. It also underscores the need for policymakers to take into account the education and skill levels of the workforce when developing policies and programs to address unemployment.

Figure 14 and 15 display the distribution of respondents' current employment status.

What is your current employment status?

89 réponses

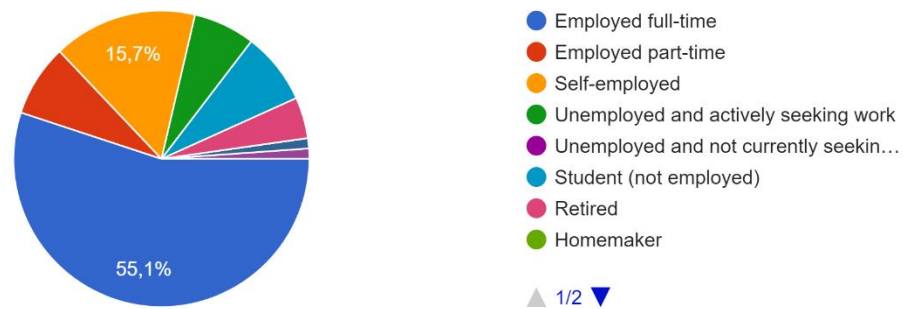


Figure 14

Source: own research

What is your current employment status?

89 réponses

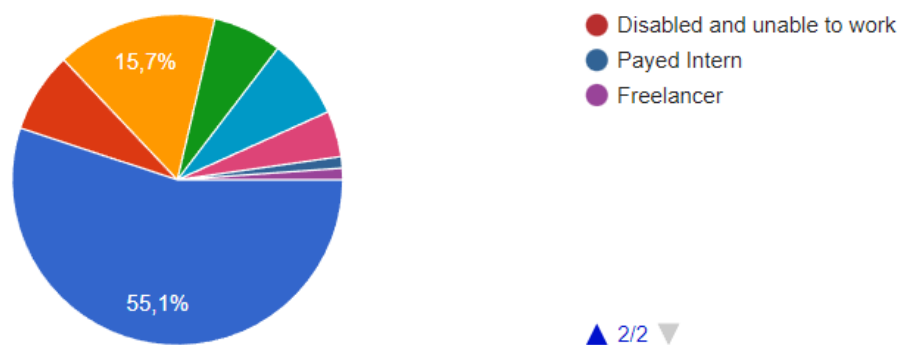


Figure 15

Source: own research

The majority of respondents, representing 55.1%, were employed full-time. Additionally, 15.7% of respondents reported being self-employed, while 7.9% were employed part-time. A further 7.9% of respondents reported being students and not currently employed.

These results suggest that a significant proportion of the survey respondents were currently employed, either full-time or part-time. This could indicate a relatively low unemployment rate among the survey's target population. However, it is important to note that the survey did not distinguish between individuals who may be underemployed or experiencing other forms of job insecurity, such as being in low-paying jobs or jobs that do not match their qualifications.

Moreover, the survey results indicate that a notable proportion of respondents are self-employed, which could have implications for policies related to entrepreneurship and small business development. The proportion of students who are not currently employed suggests that there may be a need for policies and programs to support the transition of students from education to employment.

5.2 Main Data Analysis

Equipped with charts and figures, the following section continues to analyse collected responses towards inquiries about unemployment. To eliminate any confusion, it was fully explained in the questionnaire that the term "unemployment" refers to the state of not having a job or being without work and includes individuals who are actively seeking employment but have been unsuccessful in finding a job.

Figure 15 presents the percentage of respondents who have experienced unemployment at some point in their lives.

Have you ever been unemployed?

87 réponses

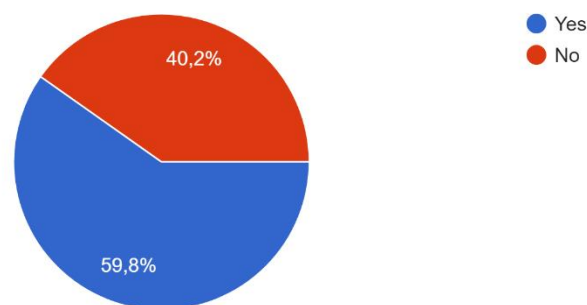


Figure 15

Source: own research

The survey results indicate that a majority of respondents, representing 59.8%, have experienced unemployment at some point in their lives. This suggests that unemployment is a prevalent issue among the survey population, which could have significant implications for individuals and society as a whole.

On the other hand, 40.2% of respondents reported that they had never experienced unemployment. This could be due to a variety of factors, such as their educational level, work experience, or socioeconomic status. However, it is important to note that these respondents may still be vulnerable to unemployment in the future, particularly given the current economic climate and the potential for job loss in certain industries.

Overall, these data suggest that unemployment is a common experience among the survey population, highlighting the need for policies and programs to address this issue. It also underscores the importance of promoting job creation and ensuring that individuals have access to education and training programs that prepare them for employment opportunities. By addressing the root causes of unemployment, policymakers can help to reduce the negative impact of job loss on individuals and society as a whole.

Figure 16 displays the distribution of unemployment durations reported by survey respondents.

How long were you unemployed?
69 réponses

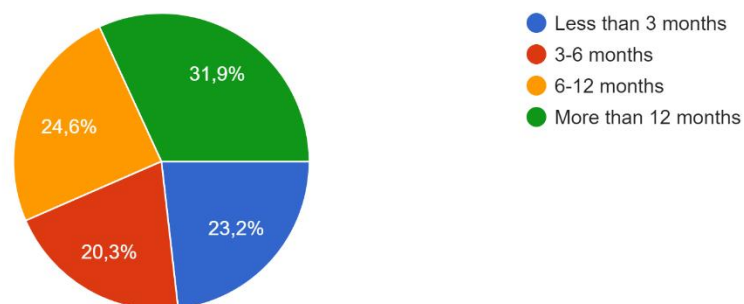


Figure 16

Source: own research

A significant proportion of respondents, representing 31.9%, have been unemployed for more than 12 months. This suggests a prolonged period of joblessness, which can have negative consequences for individuals and their families, including financial strain, psychological distress, and social isolation.

Moreover, 24.6% of respondents reported being unemployed for a period of 6-12 months, while 23.2% were unemployed for less than three months. This indicates that a considerable number of individuals have experienced job loss for a shorter duration but still require support in securing employment opportunities.

Finally, 20.3% of respondents were unemployed for a period of 3-6 months, representing a relatively smaller proportion of the survey population. This could indicate that some individuals have been able to find new employment relatively quickly or have not been impacted by job loss to the same extent as others.

Overall, these data suggest that joblessness can persist for a significant period and that individuals require support in securing new employment opportunities.

Figure 17 aims to assess the level of perceived skill match among respondents in relation to the requirements of available jobs in their respective countries.

Do you feel that your skills match the requirements of available jobs in your country ?

84 réponses

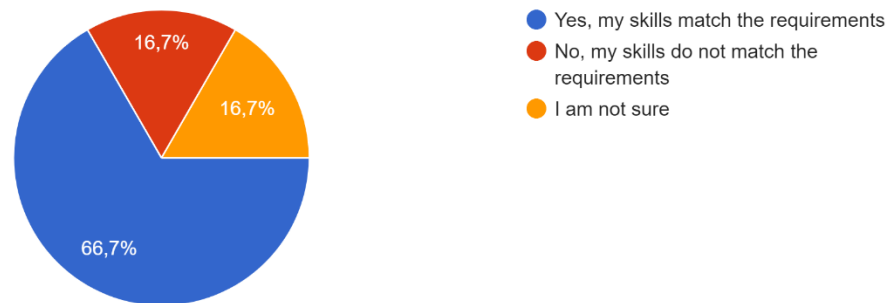


Figure 17

Source: own research

The survey results show that the majority of respondents, representing 66.7%, feel that their skills match the requirements of available jobs in their country. This is an encouraging sign, as it suggests that individuals are confident in their abilities and are optimistic about their chances of finding suitable employment opportunities.

However, a significant proportion of respondents, representing 16.7%, reported that their skills do not match the requirements of available jobs in their country. This could indicate a mismatch between the skills and qualifications of the workforce and the demands of the labour market. This is a concern as it can lead to high levels of underemployment, which can have negative consequences for both individuals and the economy as a whole.

Moreover, 17.9% of respondents stated that they were not sure if their skills matched the requirements of available jobs in their country. This suggests a lack of confidence or uncertainty about the job market, which could impact their ability to secure employment opportunities.

Overall, these results indicate that while a majority of individuals feel that their skills match the requirements of available jobs, there is still a significant proportion that feels otherwise or is uncertain.

Figure 17 depicts a pie chart showing the percentage of respondents who rated their familiarity with current global unemployment rates.

How familiar are you with the current global unemployment rates?

86 réponses

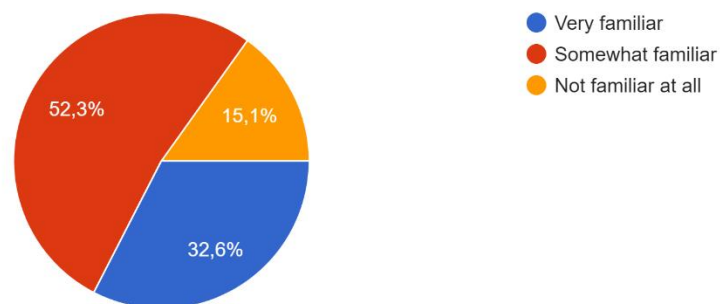


Figure 17

Source: own research

The survey results reveal that a majority of respondents, representing 52.3%, are somewhat familiar with the current global unemployment rates. This indicates a moderate level of awareness among respondents about the state of the job market at a global level.

Furthermore, 32.6% of respondents reported being very familiar with the current global unemployment rates. This suggests a higher level of interest and engagement in the job market and may indicate that these individuals are more likely to stay informed about changes and trends in the employment sector.

However, a significant minority of respondents, representing 15.1%, reported not being familiar at all with the current global unemployment rates. This could indicate a lack of awareness or interest in global economic trends or a lack of access to information about the job market.

This highlights the importance of providing accessible and accurate information to individuals about the state of the job market at both local and global levels. By improving awareness and understanding of the job market, individuals may be better equipped to make informed decisions about their careers and take advantage of available employment opportunities.

Figure 18, respondents were asked to indicate their level of familiarity with the main causes of unemployment on a global level using a Likert scale.

What do you think are the main causes of unemployment at the global level?

87 réponses



Figure 18

Source: own research

The results of the survey indicate that 51,7% of respondents believe that economic downturns or recessions are the main cause of unemployment at the global level. This could be attributed to the fact that many countries have experienced economic downturns and recessions in recent years, leading to job losses and high unemployment rates. It is also interesting to note that a significant percentage of respondents (19.5%) believe that lack of education or skills is a major cause of unemployment. This highlights the importance of education and training in enhancing employability and reducing unemployment rates. In addition, a smaller percentage of respondents believe that inequality and discrimination (14.9%) and automation and technological advances (12.6%) are major causes of unemployment. These factors could be indicative of a changing job market and the need for policies that address issues such as inequality and support workers affected by automation.

Figure 19 presents respondent's choice about the potential solutions they believe could effectively address unemployment at the global level.

What do you think are the potential solutions to address unemployment at the global level?

87 réponses

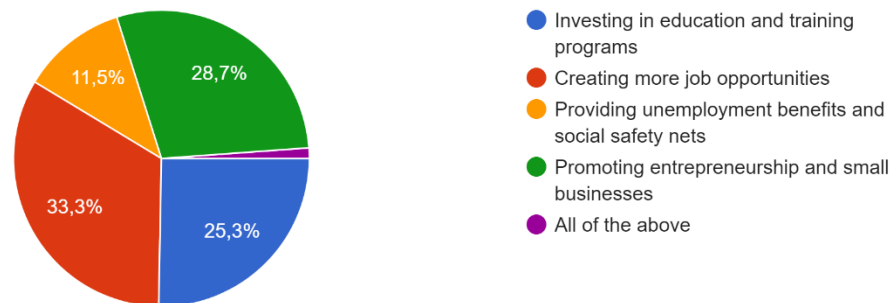


Figure 19

Source: own research

The survey results indicate that respondents believe creating more job opportunities is the most effective solution to address unemployment at the global level. This was the top choice of 33.3% of respondents. The second most popular solution was promoting entrepreneurship and small businesses, selected by 28.7% of respondents. Investing in education and training programs was also seen as a potential solution by 25.3% of respondents. Providing unemployment benefits and social safety nets was the least popular option, chosen by only 11.5% of respondents. These findings suggest that respondents prioritise long-term solutions such as job creation and entrepreneurship over short-term solutions like unemployment benefits. The results also highlight the importance of education and training in addressing unemployment. Overall, these findings provide insights into potential solutions to address unemployment at the global level, which can inform policies and interventions aimed at reducing unemployment rates.

Figure 20 shows respondents answers were asked to indicate their level of agreement with the statement "International collaboration is important in addressing unemployment."

Do you think that international collaboration is important in addressing unemployment?

85 réponses

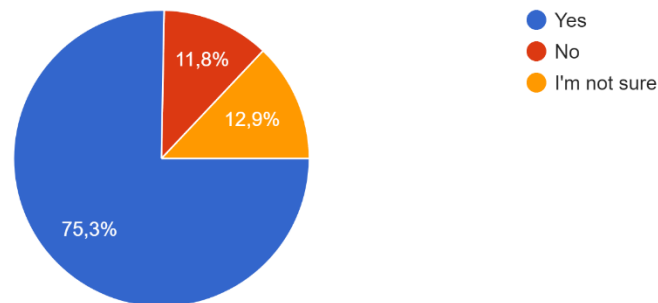


Figure 20

Source: own research

The results of the survey indicate that a large majority of the respondents, 75.3%, believe that international collaboration is important in addressing unemployment. This suggests that people recognise the global nature of unemployment and the need for collective action to address it. The fact that 12.9% of respondents were not sure could indicate a lack of information or understanding about the potential benefits of international collaboration in addressing unemployment. It's also worth noting that 11.8% of respondents said no, which suggests a scepticism towards the effectiveness of international collaboration or a preference for more localised solutions. Overall, these results suggest that there is a recognition of the importance of collaboration on a global level.

Figure 21 illustrates the survey's participants answers about if they support that technology is a potential solution to unemployment at the global level.

Do you think that technology is a potential solution to unemployment at the global level?

86 réponses

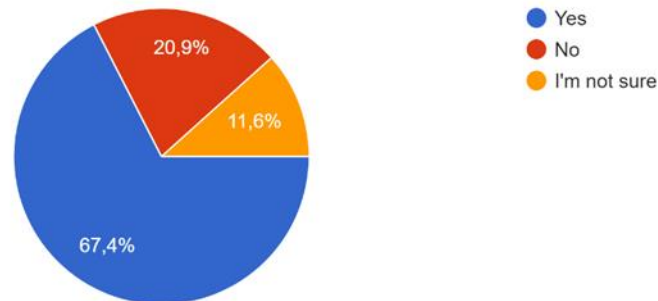


Figure 21

Source: own research

The results of the survey suggest that a majority of respondents, 67.4%, believe that technology can be a potential solution to unemployment at the global level. This belief could be due to the fact that technology has been advancing rapidly in recent years and has created new job opportunities in various sectors, such as information technology, e-commerce, and digital marketing. However, 20.9% of the respondents disagreed with this idea, and it is possible that they believe that technology may also be a contributing factor to unemployment, such as through automation and the replacement of human workers with machines. The 11.6% of respondents who were unsure may suggest that they need more information or education on how technology can impact employment opportunities. Overall, the results of the survey indicate that technology is viewed as a potential solution to unemployment by a significant portion of the respondents, but there are also those who hold a different opinion.

Figure 22 presents the responses of survey participants regarding their opinions on whether developed countries should assist other countries with high unemployment rates.

How important do you think it is for countries to provide aid to countries with high unemployment rates?

85 réponses

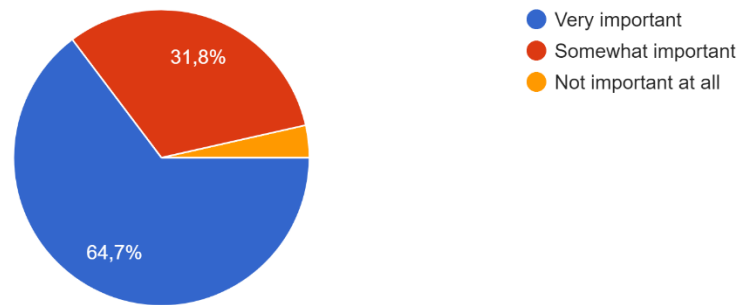


Figure 22

Source: own research

The survey results indicate that a significant majority of respondents, 64.7%, believe it is very important for countries to provide aid to countries with high unemployment rates. This suggests that there is a recognition of the global nature of unemployment and a willingness to support efforts to address the issue beyond national borders. Another 31.8% of respondents consider it somewhat important to provide aid, which further emphasises the importance of addressing unemployment at the global level. However, it is worth noting that a small percentage, only 3.5%, do not consider it important at all to provide aid to countries with high unemployment rates. This could suggest a lack of awareness or understanding of the issue or a belief that it is not the responsibility of their country to provide aid to others. Overall, these results suggest that there is a significant level of awareness and concern about unemployment at the global level and a recognition of the need for international cooperation to address the issue.

Figure 23 showcase the responses of participants who were asked whether they faced any job market obstacles due to discrimination based on their religion, ethnicity, or gender.

Have you had any difficulties accessing job opportunities due to discrimination based on ethnicity, gender, or religion in your country?

88 réponses

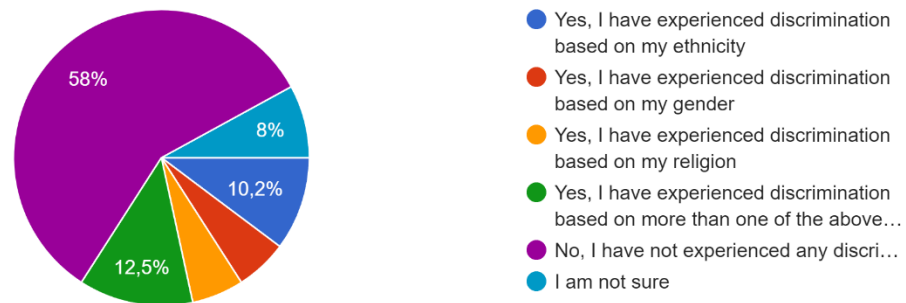


Figure 23

Source: own research

The survey results indicate that the majority of the respondents have not experienced discrimination based on ethnicity, gender, or religion when accessing job opportunities in their country. However, a notable portion of respondents did report experiencing discrimination, with 12.5% indicating discrimination based on more than one factor, and 10.2%, 5.7%, and 5.7% citing ethnicity, gender, and religion as the basis of discrimination, respectively. These findings suggest that discriminatory practices still exist in the job market, which may hinder equal access to employment opportunities for certain groups. Governments and employers should take steps to address and eliminate such discriminatory practices and ensure that all individuals have equal opportunities to participate in the labour force. This can help to promote inclusive economic growth and reduce inequalities.

In Figure 24, respondents' answers regarding whether they believe the government is doing enough to address unemployment in their respective countries are depicted.

Do you think that the government is doing enough to address unemployment in your country?

88 réponses



Figure 24

Source: own research

The survey results suggest that a majority of respondents do not believe that the government is doing enough to address unemployment in their country. Specifically, 55.7% of respondents indicated that they do not believe that the government is doing enough, while only 23.9% said that they believe the government is doing enough. Additionally, 20.5% of respondents are not sure about the government's efforts to address unemployment. These results indicate a lack of confidence in government policies and initiatives aimed at reducing unemployment rates in the country. It is important for policymakers to take note of these results and consider ways to increase public confidence in their efforts to address this pressing issue.

Figure 25, shows the responses of survey participants regarding their opinions on how to improve employment opportunities and reduce global unemployment rates.

What do you think can be done to improve employment opportunities and reduce unemployment rates globally?

87 réponses

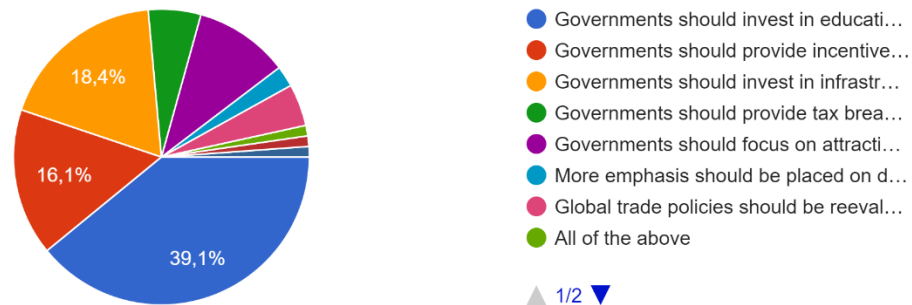


Figure 25

Source: own research

Based on the results of your survey, it seems that the majority of respondents believe that governments should invest in education and training programs to develop a more skilled workforce. This suggests that there is a recognition that the current workforce may not have the necessary skills to meet the demands of the job market and that investing in education and training programs can help address this issue. The second most popular response, with 18.4% of respondents, was that governments should invest in infrastructure projects to create more job opportunities. This indicates that respondents believe that building new infrastructure can lead to the creation of new jobs. Additionally, 16.1% of respondents believe that governments should provide incentives for companies to create new jobs and hire more workers. This highlights the role that businesses can play in creating job opportunities and the importance of incentivising them to do so. Finally, 10.3% of respondents believe that governments should focus on attracting foreign investment to create new job opportunities. This suggests that respondents recognise the potential for foreign investment to create jobs, but it may not be seen as a top priority compared to investing in education and training. Overall, the results of your survey highlight some potential avenues for governments to pursue in their efforts to reduce unemployment rates and improve employment opportunities.

Conclusion

The issue of unemployment is a complex and multifaceted problem that affects not only the individuals who are out of work but also the wider society. This thesis has delved into the different factors that contribute to unemployment, including changes in the economy, education levels, and technological advancements.

Firstly, economic changes, such as fluctuations in demand for certain industries, can lead to job losses and an increase in unemployment rates. Technological advancements have also played a role in reshaping the job market, with automation and artificial intelligence replacing certain jobs and creating new ones. Additionally, education levels and skills have become increasingly important in determining employment opportunities, with higher education often leading to better job prospects.

Furthermore, the negative impacts of unemployment cannot be overstated. Financial struggles, such as the inability to afford basic necessities and pay bills, can lead to a downward spiral of debt and poverty. Unemployment can also lead to mental health issues, including depression and anxiety, as individuals struggle with feelings of hopelessness and isolation. Additionally, social unrest and an increase in crime rates can occur when large segments of the population are unable to find work.

It is important to note that the impacts of unemployment are not limited to the individuals who are directly affected. High levels of unemployment can have a ripple effect throughout society, including reduced economic growth and increased social tensions. Addressing this issue requires a concerted effort from all stakeholders, including government, employers, and individuals.

Taking everything into account, the issue of unemployment is an intricate matter with far-reaching impacts. By understanding the various factors that contribute to unemployment and the negative consequences it can have, we can work towards implementing effective solutions that will benefit both individuals and society as a whole.

And here comes my ultimate goal of this research, which is gaining a comprehensive understanding of the underlying factors, causes, and effects of unemployment in my home country of Morocco, as well as on a global level. In accordance with the findings and the survey filled by different people with different backgrounds, genders and age ranges, I would like to formulate recommendations for policy and practice:

- To address the issue of unemployment, the state has a critical role to play in boosting the economy. The state can provide financial, technical, and human resources to support the public sector, which can create job opportunities for the citizens. Additionally, the state can undertake measures to reform the public sector by eliminating corruption and ensuring effective oversight mechanisms. Through these efforts, the state can activate its role in combating unemployment and contribute to the overall well-being of society.
- Lowering taxes can potentially have a positive impact on the overall economic situation of a country. By reducing taxes, people are more likely to spend their money, which can stimulate economic growth. This increase in spending can have a domino effect on businesses, leading to higher demand for goods and services and subsequently creating job opportunities. In addition to encouraging spending, reducing taxes can also attract foreign investments, which can further boost the economy and create new job opportunities. However, it is essential to strike a balance between lowering taxes and maintaining sufficient revenue for the government to provide essential public services and invest in critical infrastructure. By carefully calibrating tax policies, the government can potentially create a favourable economic environment that benefits both individuals and businesses alike.
- To foster economic growth, there are several strategies that can be pursued. One such approach is to support small-scale projects and activate microfinance programs. This can involve providing financial assistance, technical support, and training to entrepreneurs and small businesses, helping them to establish and grow their enterprises. Additionally, the government can engage in economic and investment agreements with neighbouring countries, creating new trade and investment opportunities that can spur economic development. Furthermore, the government can encourage investment by simplifying bureaucratic procedures and reducing regulatory

barriers that can stifle entrepreneurial activity. By creating a more supportive environment for investors, the government can attract domestic and foreign investment that can help to drive economic growth and create jobs. However, it is essential to ensure that the benefits of economic development are equitably distributed and that the interests of vulnerable populations are protected. By pursuing these strategies in a responsible and balanced manner, the government can promote sustainable economic growth and improve the quality of life for its citizens.

- To keep pace with technological advancements, it is crucial to develop the education sector and equip students with the skills they need to succeed in the 21st century. This involves not only investing in state-of-the-art infrastructure but also ensuring that the curriculum is designed to cultivate critical thinking, problem-solving, and creativity. By teaching students how to analyse data, work collaboratively, and apply emerging technologies, the education sector can produce a generation of innovative thinkers capable of developing cutting-edge ideas. Moreover, it is important to prioritise the integration of technology in the classroom, using digital tools and online resources to enhance the learning experience. By adopting a technology-enabled approach to education, students can gain practical experience with the latest tools and techniques, preparing them for the demands of the modern workforce. Overall, investing in the education sector and aligning it with technological development is critical for the long-term success of individuals and society as a whole.
- Reducing the age of retirement can potentially help to combat unemployment by creating more job opportunities for younger workers. By allowing older workers to retire earlier, it frees up positions that can be filled by younger workers who are just entering the job market. This can be particularly effective in industries with a large number of older workers, such as healthcare and education. By reducing the age of retirement, older workers can also have more time to enjoy their retirement and pursue other interests, while younger workers can gain valuable work experience and build their careers. However, it is important to ensure that adequate support systems are in place for older workers who may need to retire earlier than they had planned, such as access to healthcare and social services. Furthermore, it is essential to strike a balance between creating opportunities for younger workers and ensuring that older workers are

not forced into early retirement against their will. By carefully managing retirement policies, the government can potentially create a win-win situation that benefits both older and younger workers while also reducing unemployment.

- Offering return assistance for immigrant workers can help to combat unemployment in a number of ways. Firstly, it can encourage workers who are struggling to find employment in their host country to return to their home country, where they may have better job prospects. This can reduce the number of unemployed workers in the host country and potentially create job openings for local workers. Additionally, by offering support and resources to help immigrant workers reintegrate into their home countries, such as job training and placement services, return assistance can help to facilitate the transition from unemployment to employment. Moreover, it can also help to mitigate the negative impact of brain drain on developing countries, as returning immigrant workers can bring back valuable skills, knowledge and experience to their home countries. Overall, offering return assistance for immigrant workers is a potential solution to combat unemployment, particularly in situations where immigrant workers are struggling to find employment opportunities in their host countries.
- The creation of jobs for the professional integration of young people or long-term unemployed individuals can play a significant role in fighting unemployment. Young people who are new to the job market often face challenges in finding suitable employment due to their lack of experience, while long-term unemployed individuals may struggle to find work due to a variety of factors such as skill mismatch, discrimination, or lack of access to job opportunities. By creating jobs specifically aimed at integrating these groups into the workforce, governments and businesses can help to provide them with valuable work experience, skills training, and networking opportunities that can improve their long-term employment prospects. Furthermore, the creation of such jobs can also have positive economic effects, as it can stimulate job growth and potentially lead to the creation of new industries and markets. In order to be effective, it is important that such jobs are well-designed and targeted at the specific needs of the groups they are intended to serve and that they are accompanied by supportive policies and programs to ensure the long-term success of the individuals who are employed in them.

- Employment safeguard plans can be an effective way to combat unemployment by providing a means of protecting jobs and supporting workers during times of economic uncertainty. These plans are typically put in place by businesses or government agencies as a means of reducing the number of layoffs that may occur during a period of economic downturn or restructuring. By providing support to employees who may be at risk of losing their jobs, such as through training programs, financial assistance, or alternative employment opportunities, employment safeguard plans can help to prevent the negative impacts of job loss, such as financial hardship and reduced career prospects. Additionally, by retaining skilled workers and maintaining a stable workforce, these plans can help to mitigate the economic impact of job losses and potentially even stimulate job growth as businesses are better positioned to respond to market demands. Overall, employment safeguard plans can be an effective tool in the fight against unemployment, helping to protect jobs and support workers during challenging economic times.

Finishing my thesis about examining unemployment is a great accomplishment that demonstrates the hard work, dedication, and perseverance of my supervisor and me. Through my research, I have gained a deep understanding of this complex problem, and it has helped me to be more aware of its impact on countries and people. Unemployment is a critical issue that affects not only individuals but also society as a whole. It can lead to various social and economic problems, such as poverty, crime, and mental health issues. My research has allowed me and you to comprehend the gravity of this problem and its devastating consequences. As I prepare to enter the world of employment, this topic has undoubtedly become even more relevant and concerning to me. My thesis has equipped me with the necessary knowledge and insights to tackle this problem and contribute to finding solutions that will benefit individuals, communities, and countries.

My thesis represents a significant milestone in my academic journey, and it is a testament to my passion and commitment to my field of study. Through my research, I have acquired valuable skills, such as critical thinking, problem-solving, and data analysis, which will undoubtedly serve me well in my future endeavours. Furthermore, my thesis has given me a unique perspective on unemployment that few others possess. This knowledge will

undoubtedly make me a more well-rounded and informed individual, and it will help me to be more empathetic towards those who are struggling with unemployment.

Appendix

Questionnaire Questions

Examining unemployment at the domestic and international level

Hello,

My name is Salsabil Amajoud and I am conducting a survey as part of my thesis research on examining unemployment at the domestic and international level, a topic that is currently capturing widespread attention and generating significant discourse across various platforms and communities. The purpose of this survey is to examine the current state of unemployment both domestically and internationally, with a focus on identifying the root causes and potential solutions. By gaining insights into the factors contributing to unemployment, policymakers, economists, and other stakeholders can work towards developing effective strategies to combat this pressing issue. Through this survey, we aim to collect and analyze data on unemployment rates, demographic trends, job market dynamics, and other relevant factors. We invite all participants to share their thoughts and perspectives, as their insights will play a crucial role in shaping the outcome of this survey. Your participation in this survey is greatly appreciated and will help to inform my research findings. Please note that all responses will be kept confidential and only used for research purposes. The survey should take approximately 10-15 minutes to complete.

Thank you for your time and contribution to this research.

amasal2001@gmail.com [Changer de compte](#)



Non partagé

Source: Edited by the Author

At the outset of the questionnaire, I provided a succinct introduction that included pertinent details about myself, the subject matter of the survey, and the specific content that participants could expect to encounter. This introductory section served as a roadmap for the respondents, outlining the purpose and scope of the questionnaire and giving them an overview of what they could anticipate as they proceeded through the survey. By offering a clear and concise introduction, I aimed to ensure that the participants would be fully informed about the questionnaire's objectives and the type of information that they would be expected to provide.

What is your age? *

...

- 18-24
 - 25-34
 - 35-44
 - 45-54
 - 55 or older
-

What is your gender? *

- Male
- Female
- Prefer not to say

Source: Edited by the Author

What is your country? *

...

- Morocco
 - Autre...
-

What is your highest level of education completed? *

- High school diploma or equivalent
- Bachelor's degree
- Master's degree
- Doctoral degree
- Autre...

Source: Edited by the Author



What is your current employment status?

- Employed full-time
- Employed part-time
- Self-employed
- Unemployed and actively seeking work
- Unemployed and not currently seeking work
- Student (not employed)
- Retired
- Homemaker
- Disabled and unable to work

Source: Edited by the Author



Have you ever been unemployed?

- Yes
- No

What was the main reason for your unemployment?

- Lack of available job opportunities
- Lack of required skills or experience
- Discrimination
- Autre...

Source: Edited by the Author

...

How long were you unemployed?

- Less than 3 months
 - 3-6 months
 - 6-12 months
 - More than 12 months
-

Did you seek assistance from any employment agencies or organizations while unemployed?

- Yes
- No

Source: Edited by the Author

...

Do you feel that your skills match the requirements of available jobs in your country ?

- Yes, my skills match the requirements
 - No, my skills do not match the requirements
 - I am not sure
-

What do you think is the primary cause of unemployment in your country?

- Lack of job opportunities
- Lack of education and skills
- Discrimination in the job market
- Economic recession or downturn
- Government policies and regulations

Source: Edited by the Author



How familiar are you with the current global unemployment rates?

- Very familiar
 - Somewhat familiar
 - Not familiar at all
-

Do you think unemployment is a global issue?

- Yes
- No
- I'm not sure

Source: Edited by the Author



What do you think are the main causes of unemployment at the global level?

- Economic downturns or recessions
- Automation and technological advances
- Lack of education or skills
- Inequality and discrimination
- Autre...

Source: Edited by the Author

⋮

What do you think are the potential solutions to address unemployment at the global level?

- Investing in education and training programs
 - Creating more job opportunities
 - Providing unemployment benefits and social safety nets
 - Promoting entrepreneurship and small businesses
 - Autre...
-

Do you think that international collaboration is important in addressing unemployment?

- Yes
- No
- I'm not sure

Source: Edited by the Author

⋮

Do you think that technology is a potential solution to unemployment at the global level?

- Yes
 - No
 - I'm not sure
-

How important do you think it is for countries to provide aid to countries with high unemployment rates?

- Very important
- Somewhat important
- Not important at all

Source: Edited by the Author

⋮

What resources did you use to find your current job?

- Online job boards or company websites
- Recruitment agencies or headhunters
- Referral from a friend or family member
- Career fairs or networking events
- Social media platforms (LinkedIn, Twitter, etc.)
- Professional associations or organizations
- Newspaper or print classifieds
- Cold outreach (unsolicited job applications or emails)
- School or university career services
- I am currently not employed

Source: Edited by the Author

⋮

Have you participated in any job training programs in the past year?

- Yes, I participated in a government-sponsored program
- Yes, I participated in a private training program
- Yes, I participated in a program sponsored by my employer
- Yes, I participated in a program offered by a professional association
- Yes, I participated in a program offered by a community organization
- No, I have not participated in any job training programs in the past year
- I am currently not employed

Source: Edited by the Author

⋮

Have you ever considered starting your own business?

- Yes, I have seriously considered it and am actively working on starting my own business
- Yes, I have thought about it but am not sure where to start
- Yes, I have thought about it but don't think it's feasible for me
- No, I have never considered starting my own business
- I have started my own business in the past
- I am currently a business owner
- I am not sure

Source: Edited by the Author

⋮

Have you had any difficulties accessing job opportunities due to discrimination based on ethnicity, gender, or religion in your country?

- Yes, I have experienced discrimination based on my ethnicity
- Yes, I have experienced discrimination based on my gender
- Yes, I have experienced discrimination based on my religion
- Yes, I have experienced discrimination based on more than one of the above factors
- No, I have not experienced any discrimination in accessing job opportunities
- I am not sure

Source: Edited by the Author

⋮

Do you think that the government is doing enough to address unemployment in your country?

- Yes, I think the government is doing enough to address unemployment
- No, I do not think the government is doing enough to address unemployment
- I am not sure

Source: Edited by the Author

⋮

What do you think can be done to improve employment opportunities and reduce unemployment rates globally?

- Governments should invest in education and training programs to develop a more skilled workforce
- Governments should provide incentives for companies to create new jobs and hire more workers
- Governments should invest in infrastructure projects to create more job opportunities
- Governments should provide tax breaks or other incentives for entrepreneurs and small business owners
- Governments should focus on attracting foreign investment to create new job opportunities
- More emphasis should be placed on developing new technologies and industries to create new job oppo...
- Global trade policies should be reevaluated to ensure that they are not negatively impacting employment ...

Source: Edited by the Author

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