



# Unemployment Is An Outcome Of Corruption

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**ABSTRACT**—The major objective of this research study was to know that in which means corruption is involved in unemployment was conducted with special reference to seven selected villages of Union Council Shahi-Khel, District Dir Lower, Khyber Pakhtoon-Khwa, Pakistan. A sample size of 359 households were proportionally allocated to each village and then randomly selected. Both uni-variate and bi-variate analyses were carried out to determine outcomes. The association between independent variable (corruption) and dependent variable (unemployment) was tested by using Chi-Square Test. The association results of corruption and unemployment make vivid a highly significant relationship was found between unemployment and payment of bribe ( $P=0.000$ ), nepotism ( $P=0.000$ ), favouritism ( $P=0.000$ ), eye washing techniques ( $P=0.000$ ), cronyism ( $P=0.05$ ), and rule of selection for a job ( $P=0.047$ ). The results help to establish wide spread existence of corruption in the government organizations in the form of bribe payment, favouritism and cronyism in selection process. Political affiliation is tool for ensuring a job through use of political pressure. The rules for selection are vague and seldom implemented, the selection process is not more than eyewashes and the government is part of this corruption in employment as it does not ensure fair recruitment for government jobs.

**Key Words: Unemployment, Corruption, Employment.**

## INTRODUCTION

Persons are classified as unemployed if they do not have a job, have actively looked for work in the prior four weeks and are currently available for work. Persons who were not working and were waiting to be recalled to a job from which they had been temporarily laid off are also included as unemployed. Unemployment is the lack of livelihood-producing work. Unemployment is the lack of livelihood-producing work. Since the rise of capitalism, unemployment has increased and the population of the world is in fastest growing process. It has nearly four folded since 1950 and is expected to rise more than double over the next fifty years but jobs have not grown as fast as the global workforce (ILO, 2001). Corruption like cockroaches involved in unemployment. Inequality in employee selection criteria from the employers through illegal means like nepotism and favouritism, the righteous person lose their job and laid off (Agbu, 2003). Lipset and Lenz (2000) described that corruption is not



existed only today, it was in the past too. There are unlawfulness and corruption in the ancient civilizations. Corruption is a social issue and spoils every sector of the society. It is not confined to one specific nation, continent or ethnic group and has its own significance in every government. Corruption in the government bring by money lovers whether they are government employees or nominated members of the government. These nominated members or the politicians misuse their authority for their favourite ones to bring them in the government or set them in higher posts and break the rules for their own aims. These high profile people use their power to give jobs to those who are their family members and those who have not, remained unemployed. Orwell (1996) unveil that the magnitude of corruption in unemployment exists in every country but in some countries there is more corruption than others. Unemployment situation in a country arises of the low economy of the country. Those countries which have strong economy have more opportunities for jobs. The more the corruption in an economy, more will be unemployment in the country because of the using of self-power for their near and dear ones. On the other hand cronyism is also playing their positive part in the unemployment which is also a sign of corruption. These corrupt people have no faiths, religious appellations and political systems and become a reason for the unemployment of both young and old, man and woman alike. Sen (1999) reveal that illegal ways change good and sound situations to bad and severe situation because corruption and corrupt behaviour involves the violation of established rules for personal gain and profit in the employment. These people break the rules and establish new ways to gain the profit by providing jobs to the unfair one. Muslims, Christians, Hindus and Buddhists cultures equally consider corruption bedevilled because of the exploitation of the human rights which is equally in all religions whether it is employment or other issues. Lenz (2000) is of the view that corruption is an attempt for collecting money or might by illegal ways for private gain at public expense or pervert of power for private financial assistance. The people involved in corruption use illegal means for employment and the one who has legal right for the job, sit person aside as unemployed. If youth are with lack of education and skills, their families cannot adequately support them and the local economy offers no prospects of dignified work at a living wage and youth then are vulnerable to exploitation. All these happen due to no opportunities of the jobs for the youth in the rural areas. Nye (1967) canvassed that corruption and unemployment have strong association which pave way to deviation from the formal duties of a public role. The corrupt personnel or employers do corruption in



employment for private gains regarding personal, close family, private common purpose people, monetary or status gains. During the employees selection criteria the dishonest people violates the rules against the exercise of certain types of duties for private gains. These people are attacking the mass for their earning to live with a consistent livelihood and because of these reasons educated and uneducated youth remained without work. Banfield (1961) probed that unemployment is prevailing in modern societies due to such devil behaviour as bribery, nepotism, lack of meritocracy and misappropriation. Nepotism has become the fashion of the day and without any restriction it is spreading in the official's corner. There is no merit and take employees according to their will. These Shunning contact and asocial behaviour is bestowing wrong benefits wayward to legal and principles of right and wrong principles which weaken the authorities to better the living conditions of the people by snatching their right of employment. Some people use their money and force to get jobs and others who have not, cannot get it easily and are as unemployed. Bayart et al. (1997) unwrapped that the practice of offering something usually money in order to gain an illegitimate advantage is involved in employment by different means. For example it includes payment of money, bungs, tips, backhander, baits, covering or greasing palms, etc. Sometimes a kind of hanky panky, diddles and dissembling involves in unemployment. The people give money to the person for employment becomes a victim of fraud. Due to lose regulatory system economic accumulation have become the most common way in employee selection criteria. The employed people use their hand to help the people in providing jobs who belong to rich families. Amundsen (1997) pointed out that favouritism and nepotism are widely spread phenomena involved mainly in employment and many other social issues. Favouritism is an execution of the misuse of power and a majorly slanted distro of state resourcefulness. This is the nature of human inclination to favour friends, family and anybody close and trusted in employment. The office holder prefers his/her phratry and family members. In employment nepotism occurs when one is relieved from the lotion of certain laws or rules, regulations or given unjustified preference in the apportioning of deficient seats or positions. The people in a high status do whatever in their mind for the betterment of their own only and leave an empty mind for the other unemployed people. Akindele (1995) uncover that it is corruption that constitutes unemployment but these concepts according to social scientists has long been ideologically, morally, culturally, politically and intellectually problematic to the point of misplacing visual perception of its damaging and bloodsucking nature causing harm to people



and the society at large. Unemployment and corruption are the mutual behaviour where both the power or office holder can respectively lead up the incentive of each other by some rewards to concede i.e., bootleg discriminatory intervention or favour against the rationales and involvement of particular establishment or populace within the social club. Dwivendi (1967) argued that corruption and unemployment are correlated includes nepotism, favouritism, bribery, commercial bribery and other partial entail assumed by government employees and the public alike to elicit some socially and lawfully disallowed favours. The prohibited and unfair ends are in every sector especially in the underdeveloped and developing nations. The educated youth in developing nation are more unemployed and are facing the problem severely in the rural areas because of the deprivation and putrefaction in every sector of the society.

#### **MATERIALS AND METHODS**

The study universe comprised of union council Shahi-Khel Talash, Tehsil Timergara, District Dir Lower Khyber Pakhtun-Khwa, Pakistan. More specifically the universe comprised of seven villages, namely Ziarat, Muslimabad, Kulalabad, Khatkalay, Kalpani, Faqirabad and Madinaabad. The study universe helped in timely and economic achievement of study objectives. According to district census report (1998), total population of seven villages of the study universe comprised of 4880 households. As the research involved multiple variables, the suitable sample size determination was provided by Sekaran (2003), according to which a sample size of 359 was selected through proportionate stratified random sampling technique. Village wise population and sample size is given in Table 1.

**Table 1: Proportionate Allocation of Sample Size to Various Villages in Study Universe**

<b>Serial No.</b>	<b>Name of Village</b>	<b>Total Household</b>	<b>Sample Size</b>
1	Ziarat	1256	92
2	Muslimabad	723	53
3	Kulalabad	668	49
4	Khatkalay	615	45
5	Kalpani	557	42
6	Faqeerabad	548	41
7	Madinaabad	514	37
<b>Total</b>	<b>Seven villages</b>	<b>4880</b>	<b>359</b>

\*Source: Union Council Shahi-Khel office record



A conceptual framework was devised and questions were asked accordingly from the respondents devised through questionnaire. The dependent variable (unemployment) was indexed to measure the level of association with independent variable (corruption). This association at bi-variate level was tested through Chi-square test outlined by Tai (1978) shown below; Following statistical procedure were adopted to calculate the value of chi-square statistics.

$$X^2 = \sum_{i=1}^r \cdot \sum_{j=1}^c \cdot \frac{(O_{ij} - E_{ij})^2}{E_{ij}}$$

with (r-1) (c-1) degrees of freedom

$X^2$  = Chi-square for categorical variables

$O_{ij}$  = observe frequency in  $i^{\text{th}}$  row and  $j^{\text{th}}$  column

$E_{ij}$  = expected frequency corresponding to  $i^{\text{th}}$  row and  $j^{\text{th}}$  column

The degree of freedom was calculated as:

r = number of rows

c = number of columns.

## RESULTS AND DISCUSSION

### Frequency and Percentage Distributions Regarding Corruption

Various perceptions about the causes of unemployment due to corruption are given in Table 2. The frequencies and percentage distribution in the Table show that majority of 69.6 percent respondents were of the view that payment of bribe to a public procurement officer ensure selection for a job. This result supported by Bayart et al. (1997), who found that bribery is involved in employment by different means for example it include payment of money, kickbacks, gratuities, pay-off, sweeteners, greasing palms to a public procurement officers for a job. Recruitment to various posts is rarely made purely on merit basis intercession, bribery, nepotism, etc., like factors play the most vital role in the selection of the candidates seeking certain jobs. A high proportion of 83.8 percent thought that employers favour their relatives in selection process, 87.5 percent perceived that employers are pressurised by social and political elites to offer the jobs to their favourites and 76.3 percent agreed that jobs are offered on political affiliation, irrespective of merit. These finding are supported by



Amundsen (1997), who pointed out that nepotism and favouritism are involved in employment and many other social issues. The political interference is commonly observed in filling the higher posts. It is the abuse of power and bias distribution of the resources in a state for their own interests. Political infrastructure and unbalanced nature of the economy are among the factors responsible for an increase in the rate of unemployment. Moreover, a high proportion of 80.2 percent respondents regarded that the advertisements and written tests as just eye washing techniques and seldom based on merit, 75.5 percent respondents considered the rules of selection for a job as vague and seldom implemented and 70.5 percent respondents ascertained that the interviewers are partial in giving employment. The cronyism, nepotism and favouritism are involved in the unemployment. These findings are supported by Gibbons (1976), who found that politics and corruption are intermittent which results in the unemployment of the youth belong to the other political group. Illegal preferential treatment or favour against the principles and interest of specific organization or public within the society results in the unemployment of the youth. Similarly, a majority of 76.6 percent respondents perceived that executives not serious to their duty in fair selection of employees, 63.8 percent respondents assumed that system of cronyism is a must for a job and 59.3 percent respondents were of the view that government is not committed fully in fighting against corruption through negative role in recruitment process. Heidenheimer et al., (1993) supports the results that people with power misuse their authority by providing the jobs to the persons which they have referenced and those have not the access to the politicians lack the appropriate jobs. The results help to establish wide spread existence of corruption in the government organizations in the form of bribe payment, favouritism and cronyism in selection process. Political affiliation is tool for ensuring a job through use of political pressure. The rules for selection are vague and seldom implemented, the selection process is not more than eyewashes and the government is part of this corruption in employment as it does not ensure fair recruitment for government jobs.

**Table 2: Frequencies and Percentage Distribution of Respondents According to Their Perception about Corruption (N=359)**



Statement	Yes	No	Don't know
Payment of bribe to a public procurement officer will ensure selection for a job	250(69.6)	76(21.2)	33(9.2)
The employers favour their relatives in selection process	301(83.8)	39(10.9)	19(5.3)
The employers are pressurised by social and political elites to offer the job to their favourites	314(87.5)	32(8.9)	13(3.6)
Jobs are offered on political affiliation, irrespective of merit	274(76.3)	69(19.2)	16(4.5)
The advertisements and written tests are just eye washing techniques and seldom based on merit	288(80.2)	48(13.4)	23(6.4)
The rules of selection for a job are vague and seldom implemented	271(75.5)	41(11.4)	47(13.1)
The interviewers are partial in giving employment?	253(70.5)	49(13.6)	57(15.9)
The executives are not serious to their duty in fair selection of employee	275(76.6)	56(15.6)	28(7.8)
System of cronyism is so much indulged in our society to get the job	229(63.8)	74(20.6)	56(15.6)
Government is committed in fighting against corruption to ensure fair employment	126(35.1)	213(59.3)	20(5.6)

\* Data & table show frequencies & parenthesis show the percentages.

### Association between Corruption and Unemployment

Unemployment is on the forefront of social problems faced by our society, which is spreading unabated and stimulating complex problems. Corruption is believed to be against unemployment through unfair recruitment process, favoritism and bribe. The problem of unemployment is severe in rural educated youth due to low employment opportunities for them in rural areas, hence forcing them to migrate to urban centers. There are preferences for specific persons and talented persons are given a side. The interviewers are partial and pressurized by the political elites. To assess the complex association of corruption and unemployment reliably, the perception of corruption was limited to few statements as given





in Table 3. A highly significant ( $P=0.000$ ) relationship was found between payment of bribe and unemployment. The significance of relationship indicates that bribery is a cause of unemployment now a day. The payment of bribe to the public procurement officer will ensure selection of a person for a job. Mostly it happens through proper channel and often public are unaware of it. Giving and taking bribe for their own interests is a sin and against the law. This result is supported by Bayart et al. (1997), who found that bribery is involved in employment by different means for example it include payment of money, kickbacks, gratuities, pay-off, sweeteners, greasing palms, etc. Similarly, the association between nepotism and unemployment was highly significant ( $P=0.000$ ) undue favour of someone know or relatives is common. The employers favour their relatives in the selection process for a job while ignoring the most desirous candidates. Moreover, a highly significant ( $P=0.000$ ) relationship between favoritism and unemployment was found. The employers are believed to be pressurized by social and political elites formally by subordination relation or informally through social terms to offer the job to their favourites. The politicians and the social elites favour their candidates and prefer them over others. These findings are supported by Amundsen (1997), who pointed out that nepotism and favouritism involve in the abuse of power and bias distribution of the resources in a state. Furthermore a highly significant ( $P=0.000$ ) relationship was found between process of employment as bogus eye washing techniques and unemployment. The results indicate that the newspapers advertisements and written tests are just eye washing techniques and seldom based on merit. Fair employment process is not followed in its true spirit. In addition, a highly significant ( $P=0.005$ ) association between cronyism and unemployment was found. Political favoritism and undue response to nearer and allies are sabotaging merit. Likewise, a significant ( $P=0.047$ ) relationship was found between rule of selection for a job and unemployment. It shows that the rules of selection for a job are vague or complicated and seldom implemented creating doubts in the competitors and general masses. Gibbons (1976), who found that politics and corruption are intermittent which results in the unemployment of the youth, belong to the other political group. Illegal preferential treatment or favour against the principles and interest of specific organization or public within the society results in the unemployment of the youth. Conversely, a non-significant ( $P=0.468$ ) relationship between positive role of government and unemployment was found. Likewise, a non-significant ( $P=0.058$ ) association between unserious executives in fair selection and unemployment was found. These results is





against Heidenheimer et al., (1993) that people with power in government sector misuse their authority by providing jobs. The government is struggling to implement the law and order situation, but power abusers and elites demolish it by interfering in the government. Moreover, a non-significant ( $P=0.376$ ) relationship was found between partiality on part of interviewers in giving employment and unemployment. It indicates interviewers are not partial in giving marks during the selection criteria for job. Similarly, a non-significant ( $P=0.078$ ) relationship was found between the relationship of merit and unemployment. There is still merit in the job getting process but up to some extent. These results are against Bayart et al. (1997), who found recruitment to various posts is rarely made purely on merit basis intercession, bribery, nepotism, etc., like factors play the most vital role in the selection of the candidates seeking certain jobs. The association result of corruption and unemployment help to interpret the perception of general masses as they believe that corruption in the form of paying bribe or favoritism in form political affiliation and family support is must to influence selection process in ones favour. The selection of candidate is predecided and all the codal formalities are eyewashes to satisfy legal processes. To smoothen the corrupt induction the rules are kept vague and not implemented in its true spirit.

**Table 3: (N=359) Association between Corruption and Unemployment**

Corruption	Perception	Unemployment			Total	Chi-Square (P-Value)
		Yes	No	Don't Know		
Payment of bribe to a public procurement officer will ensure selection for a job	Yes	212(59.1)	36(10.0)	2(0.6)	250(69.6)	$\chi^2=20.550$ (0.000)
	No	59(16.4)	17(4.7)	0(0.00)	76(21.2)	
	Don't know	28(7.8)	2(0.6)	3 (0.8)	33(9.2)	
The employers favour their relatives in selection process	Yes	254(70.8)	45(12.5)	2(0.6)	301(83.8)	$\chi^2=20.147$ (0.000)
	No	26(7.2)	10(2.8)	3(0.8)	39(10.9)	
	Don't know	19(5.3)	0(0.00)	0(0.00)	19(5.3)	



The employers are pressurised by social and political elites to offer the job to their favourites	<b>Yes</b>	269(74.9) )	43(12.0) )	2(0.6)	314(87.5) )	$\chi^2=53.22$ 9 (0.000)
	<b>No</b>	22(6.1)	10(2.8)	0(0.00)	32(8.9)	
	<b>Don't know</b>	8(2.2)	2(0.6)	30(.8)	13(3.6)	
Jobs are offered on political affiliation, irrespective of merit	<b>Yes</b>	228(63.5) )	41(11.4) )	5(1.4)	274(76.3) )	$\chi^2=8.384$ (0.078)
	<b>No</b>	61(17.0)	8(2.2)	0(0.00)	69(19.2)	
	<b>Don't know</b>	10(2.8)	6(1.7)	0(0.00)	16(4.5)	
Advertisements and written tests are just eye washing techniques and seldom based on merit	<b>Yes</b>	248(69.1) )	38(10.6) )	2(0.6)	288(80.2) )	$\chi^2=30.37$ 6 (0.000)
	<b>No</b>	37(10.3)	11(3.1)	0(0.00)	48(13.4)	
	<b>Don't know</b>	14(3.9)	6(1.7)	3(0.8)	23(6.4)	
The rules of selection for a job are vague and seldom implemented	<b>Yes</b>	232(64.6) )	34(9.5)	5(1.4)	271(75.5) )	$\chi^2=9.626$ (0.047)
	<b>No</b>	29(8.1)	12(3.3)	0(0.00)	41(11.4)	
	<b>Don't know</b>	38(10.6)	9(2.5)	0(0.00)	47(13.1)	
The interviewers are partial in giving employment	<b>Yes</b>	212(59.1) )	36(10.0) )	5(1.4)	253(70.5) )	$\chi^2=4.229$ (0.376)
	<b>No</b>	38(10.6)	11(3.1)	0(0.00)	57(15.9)	
	<b>Don't know</b>	49(13.6)	8(2.2)	0(0.00)	57(15.9)	
The executives are not serious to their duty in fair	<b>Yes</b>	236(65.7) )	34(9.5)	5(1.4)	275(76.6) )	$\chi^2=9.138$ (0.058)
	<b>No</b>	42(11.7)	14(3.9)	0(0.00)	56(15.6)	



selection of employee	<b>Don't know</b>	21(5.8)	7(1.9)	0(0.00)	28(7.8)	
System of cronyism is so much indulged in our society to get the job	<b>Yes</b>	198(55.2)	26(7.2)	5(1.4)	229(63.8)	$\chi^2=15.025$ (0.005)
	<b>No</b>	62(17.3)	12(3.3)	0(0.00)	74(20.6)	
	<b>Don't know</b>	39(10.9)	17(4.7)	0(0.00)	56(15.6)	
Government is committed in fighting against corruption to ensure fair employment	<b>Yes</b>	100(27.9)	23(6.3)	3(0.8)	126(35.1)	$\chi^2=3.564$ (0.468)
	<b>No</b>	183(51.0)	28(7.8)	2(0.6)	213(59.3)	
	<b>Don't know</b>	16(4.5)	4(1.1)	0(0.00)	20(5.6)	

\*Number in table represent frequencies and number in parenthesis represent percentage proportion of respondents and in the last columns number in the parenthesis represent P-Value

### CONCLUSION AND RECOMMENDATIONS

It is concluded that a wide spread existence of corruption in the government organizations in the form of bribe payment, favouritism and cronyism in selection process. Political affiliation is tool for ensuring a job through use of political pressure. The rules for selection are vague and seldom implemented, the selection process is not more than eyewashes and the government is part of this corruption in employment as it does not ensure fair recruitment for government jobs. Further, the result points to prevailing hold of class system in society. The power of dominant class is based on wealth and political affiliation, which favour selection process through bribe or socio-political favouritism. So, there should be reorienting child socialization inside families through their spiritual and moral training, to encourage open, fair competition among individuals and incorporate values of observing righteousness and merit instead of favouritism and nepotism, into them.

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