**Unemployment**

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Unemployment occurs when a portion of people in a state or economy who have abilities and are willing to work lack jobs. People who have no jobs but they are not willing to work cannot be considered jobless. Unemployment is a crisis that has hit many nations, countries, and states worldwide. Studies have indicated that approximately 18% of the U.S population is unemployed (Dunn et al., 2018). For this reason, the government and involved stakeholders resolve to draft and implement programs to curb unemployment. A state with a high unemployment rate suffers from a poor economy and weak social outlay. A state’s unemployment index is arrived at by dividing the figure of unemployed people by the number of employed individuals (Dunn et al., 2018). This essay will examine the possible causes of unemployment, such as disqualifications during job-searching, national policies, technological advancements, high population, and poor consumer behaviors.

Disqualification during interviews and the job-searching process has left many people who are willing to work without any job (Marios Michaēlidēs et al., 2009). They apply for opportunities, but organizations and employers turn down their applications for some reason. There are several reasons why employers may disqualify an individual for a job. First, some job applicants have weak profiles, which indicate that they are not well-skilled for the task. Most employers choose to hire applicants with solid profiles and appropriate academic certificates. Given that 43% of people in the U.S. have not pursued education beyond college, the disqualification rate under these terms is high (Crowder & Smallwood, 2019). Secondly, many applicants do not have enough awareness and knowledge on communication skills essential in answering interview questions and writing applications. Studies have indicated that many job vacancies remain unfilled due to a lack of skilled and qualified applicants. Additionally, applicants do not utilize social media properly by providing profiles indicating their passions, qualifications, and fields of study for interested employers to consider them. Instead, most post irrelevant events and non-issues, something that may drive away potential employers. Hence, disqualifications are a significant reason for the prevalence of unemployment.

In a frictional labor market, the state uses stringent policies that promote unemployment. These national policies include high tax rates, which discourage people from engaging in self-employment. Other policies, such as the minimum wage rates, also encourage unemployment. The state should not intervene in employment policies. Instead, it should promote mutually beneficial economic policies such as employment subsidies and training schemes to reduce the effects of unemployment and promote employment. Research by Crowder & Smallwood (2019)indicated that mandatory employment counseling schemes push people to adopt better work searching methods and strategies, leading to unprecedented employment rates. Many European countries adopted such policies to cope with unemployment. Therefore, states should promote policies that increase employment opportunities and not stringent formalities that discourage it.

Economists and technologists have asserted that technological advancements are a possible reason for the prevalence of unemployment (Marios Michaēlidēs et al., 2009). The unemployment rates have risen two times during the technological era compared to the pre-advancement period. A massive number of jobs and tasks are done by machines, replacing human labor. This phenomenon is referred to as robocalls. Robocalypse has led to extreme joblessness in the U.S. as many employers and organizations adopt new technologies in production and manufacturing processes. Unlike human labor, which is prone to errors and delays, machines are fast and accurate. For this reason, most industries and firms prefer using them over human labor. Although the advancements in technology are advantageous to sectors at the macro level, they negatively impact labor demand. Technological unemployment is prevalent with the increased artificial intelligence, and soon, a significant surge in unemployment will be recorded. The predicted changes in technology will be so immense that people will have no time to retrain better and new skills, enlarging the army of jobless people.

There exists an apparent relationship between high population and unemployment. As per 2019 statistics, the United States population is approximately 330 million people (Dunn et al., 2018). A vast number of people and the industries and firms in the labor market cannot absorb all these people. Since the late nineteenth century, the population has risen drastically. Although unemployment is not evidence of overpopulation, it is characterized by massive unemployment. Studies that have examined the effects of high population on the labor market indicate that overpopulation increases the labor supply to extents which the labor market cannot handle. Additionally, highly populated countries such as India experience more prevalence of unemployment compared to moderately populated countries. In the United States, the high population has caused the clustering of people in the job market, and many end up jobless. Demographic data indicates that if the population rise remains consistent over the years until 2030, over 3 million more jobs will be required to cover all the wage-earners (Dunn et al., 2018). However, the government has focused on controlling population increase to lower the unemployment index in the state. Citizens have embraced the methods proposed, such as reducing births and using contraception, but the problem of unemployment has not decreased.

Negative consumer behaviors are also contributors to the problem of unemployment. According to the Bureau of Labor Statistics (2020), consumer behaviors influence the demand and supply of products and services. Consequently, the demand and supply affect the unemployment index in the economy. In an aggregate demand and supply curve, the output is high. Increased output directly decreases unemployment (OECD, 2021). However, when consumers reduce consumption of many brands, goods, and services, the output decreases causing unemployment. Extreme reduction in consumption of products causes low demand of workers in the labor market. Many firms end up applying business downsizing strategies to minimize costs. Business downsizing is a business strategy where firms deliberately reduce the number of workers due to low demand for the products and other factors that requires them to minimize costs of production. Many workers within the labor market lose their jobs, adding to the large population of unemployed individuals. Additionally, there are other ‘hidden’ causes of unemployment that are linked to a person’s attitudes, beliefs, and abilities. For instance, 1.5% of the unemployed people consists of people with mental and physical disabilities. Some people are willing to work but they cannot perform tasks due to physical disabilities, illnesses, and mental conditions. Others have belieFS that they can only work under certain treatments by the employers. Therefore, they remain unemployed until they meet employers who meet their standards.

Some scholars argue that unemployment is not a prevalent problem in the United States (Dunn et al., 2018). They propose that many persons are viewed as unemployed because demographic data and statistics on unemployment do not indicate the number of people in the private sector and the self-employed. Therefore, the available data does not comprehensively unveil all the elements of unemployment, considering all the factors involved. These scholars also argue that many people are unemployed, not due to lack of opportunities but because of laziness. Some jobless people are not willing to work and do not make any efforts to apply for opportunities. If these people are not added to the figures indicating unemployed people, it would be surprising to see the numbers drop significantly. The scholars who argue against unemployment as a problem have focused on the high population as a cause of unemployment. They say that increased population does not increase the employment index, but it reduces unemployment. According to them, a high population directly causes an increase in the consumer price index. A high CPI leads to increased demand for products creating employment opportunities in the production and manufacturing industries. However, these counterarguments are lame since they are not conclusive and extensive. The fact that unemployment is a prevalent problem remains undisputed.

Unemployment is a problem that will carry into the future if the root causes are not solved. The United States has made remarkable progress in drafting and implementing reemployment programs such as job counseling and employment schemes. However, there is a long way to go before all the reasons for unemployment are fully solved. The state may fully resolve unemployment unless both the people and the government collectively implement appropriate measures. Fortunately, some studies have investigated the probability of high population, national policies, and technological advancements to be fully tackled, and the findings are promising. If these causes are structurally solved over the years, unemployment will be an issue of the past.

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