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ENGLISH ESSAY

The Elusive dream: Unemployment and the Quest of Government job.

Outline:

1. Introduction

a. Hook

b. Explanation of the term "elusive dream" in relation to unemployment and government job.

c. Importance and appeal of government jobs in society

Thesis Statement:

"Many people find government jobs, as ultimate solution to unemployment, because of their stability and benefits, but the intense competition, limited vacancies and systematic problems make this dream difficult to achieve, requiring new strategies and policies to effectively address unemployment."

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Main Body

2. Historical development and growth of government jobs

Reference: Piketty, (2023)
Capital and Ideology

3. Impact of Economic Crises on Government Employment

Reference: "This time is Different:
Eight Centuries of Financial Folly"

4. Global Unemployment Rates

Reference: World Bank - July 2024

5. National Unemployment Statistics

Reference: U.S. Bureau of Labor
Statistics

6. Reasons for high demand for government jobs

Reference: Government at a Glance 2023

7. Economic Impact of Government Jobs

Reference: IMF, Economic Outlook;
Recovery During a Pandemic

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8. Competitive Nature of Recruitment

Reference: "The Future of Work: Jobs and Skills" by McKinsey

9. The effects of corruption and nepotism on accessing government jobs.

Reference: Transparency International, Corruption Perception Index 2023

10. Impact of educational qualification on obtaining government jobs.

Reference: World Economic Forum, 2023

11. Importance of skills and training for securing government positions

Reference: UNESCO, Global Education Monitoring Report 2024

12. Current Employment Policies

Reference: U.S. Department of Labor, Strategic Plan 2024

13. Discussion on proposed reforms to enhance access to government jobs

Reference: OECD, Employment Outlook 2024.

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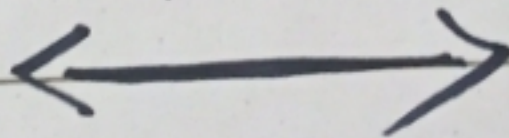
14. Impact on Society and Families

Reference: The State of American Jobs, 2024.

15. Psychological Effects of Unemployment

Reference: American Psychological Association

16. Conclusion



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THE ESSAY

"An 'unemployed' existence is a worse negation of life than death itself" - Jose Ortega

y Grasset - The pursuit of a government job is often linked to chasing an "elusive dream", a metaphor that captures both its high desirability and its considerable difficulty to attain. This term reflects the gap between the idealized image of government employment and the reality faced by many seekers. Government positions are widely regarded as symbols of stability and security, offering not only attractive benefits but also long-term career prospects that are increasingly rare in the present's volatile job market. This attraction makes government jobs highly sought after, as they promise a level of job security and respect that is hard to discover.

However, the term "elusive dream" also explains the substantial challenges associated with securing these positions.

The recruitment process for government jobs is often highly competitive, involving rigorous examinations and stringent qualification requirements.

Additionally, systematic issues such as corruption and nepotism can further complicate the pursuit. Despite these hurdles, the importance of government jobs in society cannot be minimized.

They provided economic stability, contribute to social cohesion, and offer a sense of accomplishment to the people to achieve them.

Thus while government jobs represents a highly desirable goal, the path to obtaining them is fraught with difficulties that reflect broader issues in the labour market.

The historical development and growth of governance jobs can be traced through various socio-economic changes and policy decisions a 200 years ago. In the book **Capital and Ideology (2023)**, Thomas Piketty explains the significant role that government employment has played in shaping modern economies. During the industrial revolution, the expansion of public administration and the establishment of welfare states marked the beginning of substantial government job creation. Governments began to take on more responsibilities, from infrastructure development to public health and education, necessitating a larger workforce. This trend continued into the 20th century, especially during periods of economic turmoil, such as the Great Depression and the post-world war II reconstruction era. Despite these

Despite these fluctuations, the appeal of government jobs has remained strong due to their relative stability and the crucial role they play in maintaining social order and delivering essential services. This historical perspectives emphasize the enduring importance of government employment in providing economic stability and societal well-being.

Economic crisis have historically had profound impacts on government employment, often leading to significant changes in both the number and nature of public sector jobs. In

This Time is Different: Eight Centuries of Financial Folly, Reinhart and Rogoff (2023)

examines how financial crises have influenced government employment trends. During times of economic downturn, governments frequently

Governments frequently expand their work as a counter-cyclical measure to mitigate the effects of rising unemployment and to stimulate economic activity. For instance, the Great Depression of the 1930s prompted the implementation of the New Deal in the United States, which included a vast array of public works programs and resulted in substantial increase in government jobs. Similarly, the post World-War II era saw extensive government intervention to rebuild war-torn economies leading to the creation of numerous public sector positions.

Global unemployment rates have fluctuated significantly in recent years, influenced by various economic, political and social factors. The World Bank's Global Economic Prospects - July 2024 report provides a comprehensive

provides a comprehensive analysis of these trends. It explores both regional disparities and common challenges. According to the report, global unemployment rates saw a sharp increase during the COVID-19 pandemic, as lockdowns and restrictions led to widespread job losses and economic contraction. Developing countries were particularly hard hit, with many lacking the social safety nets to bolster the impact of their populations. In contrast, high-income countries while also experiencing significant job losses, were often better able to complement fiscal stimulus measures to support workers and businesses. By understanding these global unemployment trends, policymakers can better formulate strategies to promote sustainable and inclusive economic growth.

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National unemployment statistics offer critical insight into the health and dynamics of an economy, reflecting broader economic trends and informing policy decision.

According to the **U.S. Bureau of Labor Statistics (BLS)**

Monthly Labor Review, the unemployment rate in the United States has

experienced notable fluctuations

in the few last years, shaped by various economic events and

policies. As of **June 2024**,

the national unemployment rate stands at **3.7%**, a slight increase

from the previous year's **3.5%**.

This increase, while modest, signals

potential underlying issues in the

labour market.

Moreover, Government jobs remain highly attractive for several seasons, as emphasize in the OECD's **Government at a Glance 2023** report. Foremost one of the primary attractions of government job is job security. Unlike many private sector positions, government jobs are less susceptible to market fluctuations and economic downturns. This stability is particularly appealing in times of economic uncertainty when layoffs and business closures are more common in the private sector.

Another significant factor is the comprehensive benefits package typically associated with government employment. These benefits often include health insurance, retirement plans, paid leave and other social security measures that are either more generous or more reliably provided than in many private sector jobs.

Additionally, government jobs often come with more favorable working conditions and policies that promote work-life balance. These may include more regular working hours, job-sharing options and extensive parental leave policies, which can be particularly attractive to individuals with families or those seeking a better balance between professional and personal life.

Government jobs play a vital role in the overall economic landscape, as detailed in the "IMF's World Economic Outlook": Recovery During a Pandemic. These positions provide a significant economic stability, particularly during periods of economic uncertainty or recession. Government employment often acts as a buffer against economic disparities, helping to sustain demand through steady wages and job security.

This stability not only supports individuals households but also bolsters consumer spending, which is essential for economic growth.

Moreover, government jobs are integral to the provision of essential services such as healthcare, education and public safety, which are critical for society well-being and economic productivity. The **IMF report** emphasizes that maintaining and expanding government employment can be a key strategy for economic recovery, as it ensures that continued delivery of public services and support overall economic stability.

The recruitment process for government jobs is highly competitive, a trend thoroughly analyzed in McKinsey and Company report "The Future of Work: Jobs and Skills". This competitiveness is driven by several factors, including the desirability of job security, comprehensive benefits and the prestige associated with government employment. McKinsey report emphasize the rigorous selection process for government jobs is designed to ensure that only the most qualified candidates are chosen. This process typically involves multiple stages including written examinations, interviews and background checks. The examinations are often highly challenging, requiring extensive preparing and a deep understanding of the relevant subject matters.

The Competitive nature of recruitment is also influenced by the transparency and merit-based principles that many government hiring practices adhere to.

These principles aim to promote fairness and equal opportunity, but also raise the standards and expectation placed on applicants.

During this time, the stability and security offered by government employment become even more attractive, intensifying the competition.

Furthermore, Corruption and nepotism significantly impact the accessibility of government jobs, creating barriers to qualified candidates. In the **Transparency International's Corruption Perception Index 2023**.

These practices erode merit-based hiring, leading to the selection of less qualified candidates.

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less qualified candidates based on bribes or personal connections rather than competence. This not only disadvantages deserving candidates who lack such means but also erodes public trust in government institutions. The prevalence of corruption and nepotism creates an environment where a person seeking a job may be disillusioned, reducing overall confidence in the fairness of the recruitment process. To combat these issues,

Transparency International advocates to ensure that the government jobs are awarded based on merit and qualifications, thereby enhancing the efficiency and integrity of public services.

Educational qualifications play a crucial role in obtaining government jobs, as focus attention on the **World Economic Forum The Future of Jobs Report 2023**.

The report emphasizes that higher educational attainment is increasingly essential for securing competitive government positions, reflecting the growing complexity of public sector roles that require specialized knowledge and skills.

Advanced degrees and professional certifications often serve as a critical criteria for eligibility, as they demonstrate the requisite expertise and commitment to prospective employers. This focus on educational qualification not only ensures a more skilled and capable workforce but also raise the entry barriers for those people, without the necessary academic credentials, thereby shaping the

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thereby shaping the landscape of government employment and influencing career opportunities within the public sector.

Therefore, skills and training development are vital for securing government positions, as presented in **UNESCO's Global Education Monitoring Report 2024**. The report explained that beyond formal educational qualifications, specialized skills and relevant training are increasingly important for candidates seeking government jobs. This emphasis on skills ensures that applicants possess the practical abilities and technical expertise required to perform effectively is complex and moving within the public sector.

Government positions often demand a combination of specific competencies, such as data analysis, project management and public policy understanding, which are acquired through targeted training programs and professional development. As the nature of government work becomes more sophisticated, continuous skill enhancement and specialized training become essential for candidates to stand out in the competitive recruitment process and contribute effectively to public administration.

The Current employment policies, in the U.S Department of Labor Strategic Plan 2024, focus on enhancing workforce development and addressing labor market disparities. This plan presented several key initiatives, including the promotion of inclusive hiring practices and the expansion of training programs to bridge skill gaps. Specifically, the plan aims to increase funding for workforce development programs by 15% of the next three years, targeting sectors with high demand for skilled labor. Additionally, it emphasizes the implementation of policies to support underrepresented groups in the labor market, with goals to reduce the unemployment rate among the minority population by 5% in 2026. The strategic plan.

The strategic plan also includes efforts to promote and improve job placement services and career counseling, aiming to assist **1 million** job seekers annually in finding employment. These policies are designed to create a more equitable and efficient job market, ensuring that all individuals have access to opportunities and resources necessary for career advancement.

Furthermore, to proposed reforms to enhanced to access government jobs, as discussed in the **OECD's Employment Outlook 2024**, focus on increasing transparency, reducing barriers and improving inclusivity in the recruitment process.

The report suggests implementing a new merit-based hiring framework that emphasizes skills and qualifications with the connections of government jobs, aiming to reduce and decrease hiring biases and nepotism.

Specifically, the **OECD** recommends expanding online applications systems to streamline the recruitment process and increase accessibility with the target to digitize **80%** of government jobs posting by **2025**.

The report also tells the need for targeted outreach programs to underrepresented communities, proposing a **20%** increase in recruitment efforts aimed at diverse populations to ensure a more equitable workforce.

These reforms are designed to create a more transparent and inclusive hiring process, to ensuring

hiring process to ensuring the government jobs are accessible to a broader range of qualified candidates and promoting greater diversity and fairness in public sector employment.

The impact of government jobs on society and families is profound, as detailed provided in the **Pew Research Center's The State of American Jobs 2024**. Government employment provides economic stability and security, which significantly benefits families and communities. According to the report, government workers have a median household income of \$75,000, compared to \$65,000 in the private sector, contributing to greater financial stability for households.

This stability supports not only immediate economic well-being of families but also enhances their ability to plan for the future, including saving for education and retirement. As

Thomas Jefferson once said, "The government that governs least governs best", to the

importance of efficient and effective public service. Moreover, government employment often includes benefits such as health insurance and retirement plans with further benefits family security and contribute to a higher quality

of life. Thus, the stability and benefits associated with government jobs have a ripple effect, positively influencing broader societal and family outcomes by fostering economic resilience and supporting community services.

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Furthermore, Unemployment has significant psychological effects, as detailed by the American Psychological Association,

The stress of job loss can lead to a range of mental health issues including anxiety, depression, and diminished self-esteem. The APA explores the concept of unemployment often result in feeling of worthlessness and loss of identity, as many individuals derive a sense of purpose self-worth from their work. This emotional strain is compounded by financial pressure which can exacerbate mental health problems and lead to increased rates of substance abuse and family conflicts.

By addressing these psychological impacts requires comprehensive support systems, including access to mental health resources and counseling services, to help individuals to navigate the emotional challenges associated with job loss and facilitate their recovery and reintegration into the workforce.

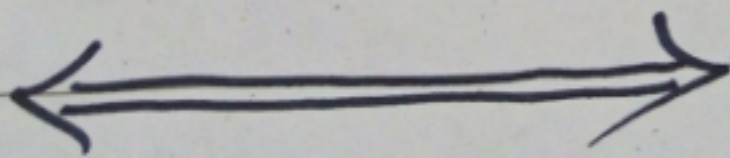
In conclusion, the pursuit of government jobs remains a significant aspiration for many due to the stability, benefits and prestige they offer. However, this quest is fraught with challenges including high competition, systematic problems such as corruption and nepotism, and evolving demands of educational and skill qualifications. While

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While government employment can provide substantial economic and societal benefits, the recruitment process must move to address these challenges, effectively. To ensuring transparency, enhancing access through targeted reforms and addressing the psychological impacts of unemployment are crucial steps towards creating a more equitable and supportive job market. By understanding and addressing these complexities, policymakers can better facilitate access to government positions and contribute to a more stable and inclusive workforce.



Time Consume: 2:50 minutes