

Jobless Growth in Malaysia: Effects, Causes and Possible Solutions

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Abstract

Financial experts have accepted throughout the years that monetary development will guarantee better than average work development, in this manner dismissing the auxiliary segment and focusing on the recurrent part of joblessness. This has brought about an issue that has come to be named "Jobless Growth". The impacts of this issue are differing, with dependable effects on economy and society. This part explains the Jobless Growth idea before continuing to give proof of the issue and its outcomes to the individual, society and economy.

Keywords

Jobless Growth, Malaysia, society and economy.

1. Background of the study

Jobless Growth refers to a situation in which growth in real GDP is far more buoyant than growth in employment. At the extreme, it is a situation in which growth in real GDP occurs without any growth in employment. The United Nations Development Program (UNDP) describes it as a phenomenon in which increase in employment lags far behind increase in output (UNDP, 1993). In their 1996 report, the UNDP described Jobless Growth in a more holistic manner as the pursuance by countries of a growth in output that generates little or no employment, suppresses wages, makes working conditions dreary and brings about precarious livelihoods.

From the foregoing, it is clear that Jobless Growth does not necessarily imply a situation of no employment or negative employment growth, but refers instead to a scenario in which the growth in employment is much lower than the growth in output. Okun in his 1962 article presented two simple empirical relationships that link unemployment to real output and found a negative relationship between outputs and unemployment. This negative relationship is termed Okun's law, as it is an empirical regularity that can be shown to hold in various countries over certain time periods. The law states that a 3% increase in real output growth above potential output growth would result in a 1% fall in unemployment rate. The underpinning economics behind this law relies on labor demand as being a derived demand. The mechanism is in the form of a chain reaction, because as real GDP grows, profits and income will be boosted, which in turn boosts demand. In order to satisfy this demand, labor demand is likely to increase, thus leading to higher employment. Hence, with Jobless Growth, the key question is what breaks this usual chain reaction in Malaysia? The next chapter sets out to answer this puzzling question.

2. Problem Statement

This dissertation is structured around four major chapters. Each chapter is aimed at answering one or a set of the research questions. The chapters are arranged logically and each new chapter builds upon the former. Chapter two provides evidence on Jobless Growth in Malaysia by

plotting graphs to show Malaysia's growth and employment performances since 1990. The chapter also addresses the question of why the Jobless Growth Phenomenon is a problem.

3. Problem Question

By the end of this dissertation, the following pertinent questions would have been fully answered:

1. What is Jobless Growth?
2. What is the evidence on the existence of "Jobless Growth" in Malaysia?
3. What are the effects of this recent problem on Malaysia?
4. What are the likely causes of/reasons for Jobless Growth; is there evidence of these key causes? Are these causes common or specific to Malaysia?
5. What policies have been proposed so far? Do feasible solutions exist from the experience of other countries?

4. Literature review

Several hypotheses have been put forward to explain the likely causes of Jobless Growth. Many authors, including Malaysian authors have contributed to this body of knowledge. This study in attempt to uncover the very causes of this problem in Malaysia and determine the current state of knowledge on this subject, has reviewed what can be called a "list of suspects" on the theoretical causes of Jobless Growth in Malaysia.

For each of the hypotheses, the key concepts and empirical relevance are discussed in the remaining parts of the chapter. Empirical evidence has shown great support for much of the suggested theories. Albeit, empirical evidence for Malaysia, appears largely scant. This is perhaps due to the dearth of data on labor market indicators for Malaysia.

In order not to state assertions without evidences backing them for Malaysia, this study relies on situational and descriptive Malaysian evidence to support theories, while drawing on empirical evidence from other countries. Countries from which empirical evidence were drawn were selected carefully to include only studies that controlled for the effects of business cycles and/or those performed during periods of economic boom or during recovery periods.

As far as the theory is concern, the study will follow the descriptive research method.

The above theory formulated and one dependent variable supported by five other variables as independent variables were incorporated. One mediator is introduced for a unique model for the study to follow for a probable solution to the issue raised. On the above concept, at field level investigation will be carried out for finalizing the module.

The Quantitative research methods will be adopted for analysis with the SPSS spread sheet and Smart PLS till module found supportive.

The study may be conducted with (Explorative Research) methods. As in the said method, the module is defined as a specific line of inquiry, often for future research with the purpose of making recommendation.

5. Research Frameworks

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The study may be conducted with (Explorative Research) methods. As in the said method, the module is defined as a specific line of inquiry, often for future research with the purpose of making recommendation. In this respect following hypothesis to be tested. They are:

Independent variables		Dependent variable
Less industrialization	H1	Unemployment
Unequal education system	H2	
Business failure	H3	
Political instability	H4	
Limited workshop	H5	
Minimum government support	H6	

The above all the hypothesis will be tested in the field. The module may be changed for better result's.

Depended variable: The theories that give insight to the causes of Jobless Growth are grouped into five broad categories. These categories are: product market; labor market; governance, politics and policies of government; and external policies. In what follows, the section discusses each category with the aim of scoping out the key concepts and providing the evidences backing them

The after effect of the change(s) accomplished by introduction of a self-governing variable.

Relating between DV and IV1: Product market relates to the market for goods and services. Product markets are measured by their size and competitiveness. A larger and more competitive product market is more likely to generate more employment due to increased economic activities. Hence, the concepts that are likely to explain product market as a cause of Jobless Growth relate to the factors restricting the size and competitiveness of the product market. These factors have the potentials of reducing employment despite growth in output. However, it might also be possible that this growth in output might be below its potential because of the reduced economic activities. The Malaysian product market appears to be largely restricted. In fact, Malaysia is presently ranked 170 out of 189 economies in doing business. The most probable causes of this poor rank relate to the product market concepts that explain Jobless Growth in Malaysia. They include:

1. Constraints associated with poor physical infrastructure
2. Shortcomings in the investment climate

Infrastructure refers to basic high-cost physical systems/structures that ease the provision of services in a nation. The poorly provided physical infrastructures that impose constraints to job growth in Malaysia are electricity/power systems and transport systems. These systems are publicly provided and are referred to as public goods because once the good is provided, it becomes difficult to exclude someone from its consumption, i.e., marginal cost (MC) is of consumption is zero while the marginal benefit (MB) is positive. Any attempt by a private individual to publicly provide these systems will result in a free-rider problem.

Shortcomings in the investment climate relate to factors holding back investments that will generate jobs. Foreign Direct Investment (FDI) is very important to countries like Malaysia, because it is a major source of non-debt inflows and a vital means of increasing job creation. FDI refers to investments made in Malaysia that come from other countries. They are called direct investments, because unlike portfolio investments they are invested in actual production

activities like factories that have the potential to generate jobs. Treichel (2010: 25) notes that the reforms in Malaysia that ensure increase in FDI have been mostly focused on capital-intensive industries than on employment-intensive ones. This suggests the fact that investment might not be exactly inadequate, but the right kind of investment is what is lacking. However, this study will also make clear the fact that a lot has changed in the Malaysian investment climate since the time Treichel made this assertion. The recent increased wave of bombings and killings in the North-Eastern part of Malaysia, has particularly been a reason for the exit of many investors from Malaysia

Relation between DV and IV2: Labor market refers to the interface between employers and employees on recruitment, pay intentions and redundancy. It is the market in which wage rates are determined such that employers find willing and able employees and employees on the other hand find work. The concepts that are likely to explain labor market as a cause of Jobless Growth relate to the factors that make it difficult for an employer to find skilled workers and employees to find suitable jobs. These labor market concepts are:

1. Low standard of education
2. Population growth
3. Strong bargaining power of unions
4. Wage rigidity
5. Increase in unemployment benefits
6. Strict adherence to employment protection laws

Standard of education in Malaysia has been abysmally low, and this is captured by the poor funding the sector has received (Table 3.4). The table shows the expenditure profile of the educational sector since 1999. It is clear that much of the spending on education has been in the form of recurrent spending with only a small proportion going to infrastructure and other capital expenditure. This poor funding has resulted in the skills gap Malaysian graduates now face. Kakwagh & Ikwuba (2010: 232); Okafor (2011: 364); Adawo, et al. (2012: 391); Anyadike, et al. (2012: 90); Ogunyomi & Oginni (2013: 19); Uddin & Uddin (2013: 399); and Sodipo (2014: 28); argue that the fact an average Malaysian graduate is considered unemployable is due to the Malaysian education system which lacks entrepreneurial content and fails to produce graduates with the skills needed by employers of formal labor.

There are about 179 million people currently living in Malaysia. Malaysia's population appears to be growing at an average of 2.75% each year, while employment grows at an average of 1.3% each year. More glaring is the fact that population rises 0.93% faster than the growth in employment. This shows that population growth could be a potential cause of Jobless Growth, because the growth in population out-weighs the capacity of Malaysia to create jobs despite strong output growth.

Probably the strongest and often most persistent union in Malaysia is the Academic Staff Union of Universities (ASUU), that has become notorious for their speed to industrial actions whenever government rescinds on their agreements. This industrial action is normally characterized by the numerous strikes that have hit most Malaysian universities on the back foot. Besides, the known consequences of these industrial actions on students and society, the employment effects of striking deals with government for better remuneration also spells doom. There is currently no data available to measure the impact of union density or coverage on employment in Malaysia, but evidence from other countries suggests a negative effect on employment despite growth.

Unemployment benefits are also known as unemployment insurance or unemployment compensation. They are welfare payments usually made by the government to unemployed people in a country. In some countries, the existence of overgenerous unemployment benefits has been suggested as a potential cause of Statement made by Dr. Ayuba Wabba (NLC President)

on Tuesday 17 March 2015. Published by The Nation. Available at: <http://thenationonline.net/n18000-minimum-wage-no-longer-realistic-says-nlc-president/> persistent unemployment. However, Malaysia has not had a system of unemployment benefits. On the other hand, introducing unemployment benefits is something the new government is intending to do. The reason the Malaysian government is willing to implement unemployment benefits is to address poverty, but an unintended consequence of that might be the persistence of unemployment, going by evidences from other countries

Relation between DV and IV3: Leadership has often been described as the major challenge confronting developing economies. Politics remains the focal point of most governmental decisions; hence, it is a vital component of this theory. The factors that hinder proper leadership, the changes in government policies and the setting up of various reforms that could change the structure of the economy and affect labour market decisions are grouped under this theory. The concepts explaining this theory as a cause of Jobless Growth are:

1. Poor leadership
2. Lack of diversification
3. Economic restructuring
4. Poor macroeconomic policy
5. Unwieldy scope of program design of policies and non-alignment of various employment policies

Presents a matrix summary of authors support for the concepts explaining this theory as a cause of Jobless Growth. Empirical evidence for Malaysia appears largely scant, but there appears to be quite a number of empirical evidences from other countries that can be drawn to explain this theory, especially with regards to economic restructuring and poor macroeconomic policy. Theoretical suggestions for poor leadership, lack of diversification and employment policy inconsistency come from Malaysian authors. In order to explain these concepts for Malaysia, without empirical evidences to draw on, the section relies on descriptive and situational evidence from Malaysia.

Poor political leadership in Malaysia is usually captured by the recklessness of government in terms of spending and the high cost of governance. Using public expenditures utilized in maintaining government administrative structures (recurrent expenditures) as a proxy for cost of governance in Malaysia

Relation between DV and IV4: External policies are also potential causes of Jobless Growth. Non-domestic actors control these policies and their actions are most times beyond the control of the domestic economy. Particular external policies that have been suggested to cause Jobless Growth include:

1. Global financial crisis and oil price drop
2. Trade restrictions

Underpinning Theory

Study is a sorted out survey that uses adequate logical system to take care of issues and produces new information that is normally pertinent.

Research work incorporates precise, adroit, legitimate and hard examination, portrayal obscure, and foundation of affiliations and causation that license the exact expectation of results under a given arrangement of conditions. It likewise includes recognizing holes in learning. Confirmation is the thing that definitely known and ID of past mistakes and restriction.

The present research is an endeavor to portray efficiently a circumstance, issue, marvel, administration or program, or give data. The principle reason for the investigation is to portray, what is common as for the issue/issue under the examination. This exploration attempts to

characterize as the examinations are a methods for finding new importance depicting what exists, deciding the recurrence with which something happens and ordering data.

As indicated by (Icek Ajzen, 2006) hypothesis of arranged social (TPB) is embraced. There are three contemplations is guided by the human conduct: they are, Behavioral Beliefs, Normative Beliefs, Control Beliefs.

In this particular, conduct convictions produce a great/troublesome frame of mind towards the conduct; regularizing convictions result in apparent social weight, and control convictions offer ascent to conduct control.

The idea figures factors, which at long last used to make Hypothesis. One of essential thought in the game plan of an examination issue is the improvement of Hypotheses. This brings,

1. Simplicity
2. Specificity and midpoint to an examination subject

In any case, they are not key for an examination. One can lead a true examination without structure up a solitary formal theory. On the off chance that it is required and proper, by then it will all in all be considered.

A speculation is made so it will by and large be appeared or disproven by critical and solid information. Significance of speculations lies in their capacity to bring bearing. They brief the specialist what unequivocal data to aggregate and in this way give a continuously huge focus interest. The arrangement of a hypothesis furnishes an examination with focus interest. A hypothesis makes sense of what information to aggregate and what not to gather. It improves objectivity. Theory may connect with to add to the significance of hypothesis.

The attributes of theory is, it is immediate, express, and carefully clear and the analyst ought to be acquainted with the piece of data

6. Methodology

Political risk suggests the "peril that social, political or money related factors in a remote country may impact the common sense and productivity of an affiliation's overall errands". Political perils can be gathered into two general characterizations, 'enormous scale political' and 'scaled down scale political' therefore political risk can be considered to rise at the full scale or little scale level.

This part hustles to the assessment approach, investigate game plan, separate instrument, taking a gander at framework, resource need, data amassing and examine ethics and summary of the locale.

As showed up by Joy Advanced Learner's Dictionary, Research initiates an exact evaluation towards expansion of data. Evaluation into an issue. System mean procedure of reasonable suitable data or standard of science or study.

In the underneath territory, star apparent the definition on research as passed on by couple of journalists in their outline are given for better understanding the subject. They are according to the going with:

Research plan: In order to achieve the explanations behind this endeavor, we used a framework included four endeavors:

1. Task A- A proof overview of the most hitting existing check relating to both general structure plan for non-authorities and the game-plan and utilization of the STATS19 shapes
2. Task B- A masterminded bearing sort out get-together points of view and experiences from a level of STATS19 relates in Scotland. This included people from Police Scotland, Transport Scotland and Scottish Local Authorities

3. Task C–Based on the information assembled from Tasks A and B, and the outcomes of a workshop including people from the party and field experts, we sorted out a redesigned STATS19 structure for get-together of the essential data

4. Task D–Testing the reexamined aggregation structure was principal to ensure that it is significant and usable. The last stage joined a suffering quality appraisal using an improvement of vignettes to investigate whether the structure could be understood and used adequately to make accurate STATS19 records. Energetic data from customers was also verified as a bit of this task

Research masses: The weight masses for which the evaluation work practices is known as the appraisal people. This is in like manner seen as the objective individuals from where an evaluation masses and after that a model taken for the appraisal work.

The information amassed through model assessment by then changed over into data for appraisal and concentrate the report.

Estimations is an instrument for changing over information into data, which licenses accomplishing an insistence about a people dependent on a model. Standard speaking, the information is amassed from an evaluation drove at field level, it is totaled, to guarantee that the information is definite and solid. The information can be aggregated in like manner from direct acumen and from starters. The information accumulated need request in development that it watches out for the comprehensive network from which it is drawn.

Testing plan: An investigating course of action is a procedure for picking how a model ought to be taken from a people. There are three systems are on center, they are Simple Random Sampling, Stratified Random Sampling and Cluster Sampling, they are examined in the underneath locale:

Basic Random Sampling: A boss sporadic viewpoint is a model which is picked with the objective that every conceivable event of a similar size is in like manner in hazard to be picked. Model is any party of three names is as practically likely as picking some other get-together of three names. This is astoundingly simple to depict in any case incredibly hard to do.

Stratified Random Sampling: A stratified hypothetical model is cleared up, as it is secured by constraining the overwhelming part into select sets or strata and after that drawing central sporadic points of view from a large portion of the stratum regularly. Model is Gender, Age, Occupation parties.

Group Sampling: A pack test is a fundamental flighty event of parties or get-togethers of parts. It is a significant system when it is genuinely organized or over the top to build up a firm summation of the lion's offer individuals or the general open is ordinarily scattered geographically.

Regardless, from the above pack investigating picked as it is unendingly fitting for the present proposal on segments influencing of getting fragile sustenance things in Malaysia which pursuing down grasping from the evaluation prompted amassing.

Inspecting: This evaluation is relied on to store up information from people. The response rate is the key appraisal parameter. It is directed in combination of ways, they are: work power visit with, telephone talk with, self-created audit, etc.

A tremendous proportion of effort made in the past to design an outline, the key models to structure a diagram will be: review should be short, it should be key and clear worded sales, started with estimation question to help respondent fulfilling. Use yes/no or diverse picked request, careful should be recognized the use of open completed sales, pretest is key before settling an appraisal consider for basic data aggregation work for the assessment consider.

Looking at structure: As demonstrated by the essentialness of randomization, whereby each portion in the bigger part is given a relative and free likelihood of choice, a direct sporadic point of view is picked by the strategy appeared as scans for after:

1. See by a number all testing units in the bigger part.
2. Pick the point of view check.
3. Select utilizing the fishbowl draw, the table of a PC program.

Model is, there are 80 understudies in the class, so the progression is reviewing that them by a number from 1 to 80. As picked an event of 20 utilizing the quick offbeat strategy. Utilize the fishbowl draw, the table for optional numbers or a PC program to pick 20 understudies. These 20 understudies become the reason of appraisal. In stratified strange looking, analyst attempts to stratify the larger part so the general open inside a stratum is homogeneous concerning the trademark subject to which is being stratified. For instance, it is powerfully clear to stratify a people reliant on sexual course than subject to age, pay or state of mind. .

Reviewing size: Test measure approval is the appearing of picking the extent of attestations or impersonates to join into a guaranteed viewpoint. The point of view measure is a major section of any observational evaluation where the objective is to make confirmations about a people from a model. All around that really matters, the point of view check utilized in an appraisal is regularly picked subject to the cost, time, or comfort of get-together the information, and the key for it to offer adequate quantifiable power. In stunned appraisals there might be a couple of evident model sizes: for instance, in a stratified diagram there would be various sizes for every stratum. In an estimations, information is pursue down a whole people, from this time forward the regular point of view measure is vague to the bigger part. In exploratory technique, where an evaluation might be secluded into various treatment parties, there might be clear point of view sizes for each gathering.

7. Data Analysis

I have estimated simple single equation linear regression model (SELRM) for analysis of determinants of

Unemployment in Malaysia economy. Simple specification of SELRM is given bellow:

$$UR = \beta_0 + \beta_1 GDP + \beta_2 EXR + \beta_3 INF + U_i \quad (1)$$

Where,

UR = Unemployment rate,

GDP= GDP growth rate,

EXR = Exchange rate,

INF= Inflation rate.

U_i= Error term.

Data on each variable have been taken from the world economic outlook, www.mole.gov.bd. And CIA world fact book for the period of 2000-2001. Model is estimated using OLS techniques and significance of results have been checked by using usual t-test. Because of this study uses time series data, so unit root test and integration should be checked out. But the sample size is not large enough to test integration as well as unit root test. So unit root test and integration test are not considered in this study.

Empirical Results:

Based on data for the period of 2000-2011, by using an econometric program SPSS (16.0) the empirical result of estimated SELRM is presented in the following table:

Table 1. Regression Results

Model		Unstandardized coefficients		Beta	t	Sig
		B	Std. Error			
1	(constant)	235.210	35.922		7.049	.000
	GDP	-11.624	4.680	-.420	-2.484	.038
	EXP	-3.096	.545	-1.266	-5.676	.000
	INF	4.989	1.686	.764	2.959	.018

From the table-1 it can be said that the estimated coefficients have all expected sign. i.e. GDP growth rate and exchange rate have significant negative impact on rate of unemployment and inflation rate has a significant positive impact in Malaysia. The t-value of the coefficient of GDP growth rate, exchange rate and inflation rate are -11.624, -3.096 and 4.989, which are statistically significant. If all other variables remain constant the estimated regression equation is as follows: $UR = 253.210 - 11.624 GDP - 3.096 EXR + 4.989 INF + U$

Table 2. Model summary

Model	R	R square	Adjusted R square	Std error of the estimate	Change statistic					Durbin watson
					R square change	F change	Df1	Df2	Sig f change	
1	.944	.890	.849	7.06190	.890	21.633	3	8	.000	1.658

it can be said that the value of R-Square is 0.89, which indicate very well fit to data. That is almost 89% of the variation in the unemployment rate in Malaysia is explained by GDP growth rate, exchange rate and inflation rate. The value of d-statistic is 1.658. For $n = 12$ and $k = 3$ Durbin-Watson statistic $dL = 0.658$ and $dU = 1.864$ at 5% level of significance. Since $d < dU$, so there is statistically significant evidence of positive first order serial autocorrelation.

Table 3. Anova

Model		Sum of square	Df	Mean square	F	Sig
1	Regression	3236.586	3	1078.862	21.633	.000
	Residual	398.964	8	49.870		
	total	3635.549	11			

The F-value is 21.633 while the critical values for F are 4.07 at 5% and 7.59 at 1% level of significance. So F-value 21.633 indicates that R2 is statistically significant. That is the estimated equation is significant. $P = 0.00$, which shows impact of all independent variable on dependent variable is significant. So we can say our model is overall significant.

The policy makers need to improve the distribution of income in Malaysia to shift the impact of growth towards the betterment of the employment rate.

We need to have proper utilization of foreign investment to improve growth and reduce unemployment.

To avoid the increasing rate of unemployment situation, training opportunities need to be developed in order to develop skills of old and new workers of organizations to adopt changes of the environment.

Government need to create employment opportunities for both educated and uneducated people.

Labor intensive strategies are needed for the poor people in rural and urban areas so that they can participate in the growth of the economy.

Due to limited time and the resources, data used is very limited. Further research can be done by using age, gender, qualification, sector, wages etc. as variables to have a broad view towards unemployment and the reasons of unemployment

8. Conclusion and Discussion

This study comes up with the following policy recommendations that will improve the employment-intensity of growth for Malaysia:

1. There is need for better data keeping and collection strategies in Malaysia, especially for labour market indicators, so as to aid studies like this and also help the implementation of policies.

2. There is need for Government to encourage greater private involvement in the provision of basic infrastructure that have potentials of generating more employment opportunities. A follow up of this, should be the drive to diversify the economy away from oil in order to enable greater growth and encourage employment generation in more labour-intensive sectors like agriculture and reduce the unstable effects of external shocks on the domestic economy.

Bottlenecks to the Malaysian investment climate need to be eliminated. First, there is need to review the requirements needed for business start-up and operations in Malaysia. There is also need to ensure proper delineation of the purview of the various tax collecting agencies at the local, state, and federal levels, in order to eliminate multiple taxation.

3. There is need to strengthen the education sector via increased capital funding, increased monitoring and the setting of standards that ensure quality education. These standards should include the review of curriculum at all levels to ensure relevant learning content, which apply in the world of work. Also, training for unskilled Malaysian workers should be made conditionality for permitting FDI inflows to Malaysia.

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