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Research Report

Exploring the link between perceptions on corruption levels and the prevalence of high unemployment in South Africa

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A research report submitted to the School of Governance, University of the Witwatersrand, in 50% fulfilment of the requirements for the degree of Master of Management (in the field of Public and Development Sector Monitoring and Evaluation).

Supervisor: Kholiswa Malindini (Dr)

October 2023

Abstract

The failure of the government to deliver leads to dissatisfaction and loss of hope amongst the citizens. The focus of this study was to provide a disclosure on the knowledge and insights of how the citizens perceive the Government towards fighting corruption and creating jobs. This single based country study, which adopted a correlational research design, was aimed to investigate whether there is an association between the perceived high corruption levels and ability of the government to create jobs. The study used a Chi-Square test for association which ruled out the Null hypothesis in favour of the Alternative hypothesis that there is a significant (P=0.000) association between the perception of corruption and job creation for both round five and round eight Afrobarometer surveys covered in this study. The study also found that the citizens in South Africa continued to perceive the government to be doing very badly in handling job creation and fighting corruption. Therefore, the Government ought to address the voice of the nation to retain its own reputation, supremacy and for progression of the economy and wellbeing of its nation at large.

Key words: perceptions of corruption, perceptions of job creation, unemployment, corruption.

Declaration

I, [Tieho Molise (0710671W)], declare that this dissertation, titled *Exploring the link between perceptions on corruption levels and the prevalence of high unemployment in South Africa,* is my own unaided work. It is submitted in partial fulfilment of the requirements of the degree of Master of Management (in the field of Public and Development Sector Monitoring and Evaluation) in the University of the Witwatersrand, Johannesburg. Further, I have not submitted this write-up before for any other purpose apart from the 'Research Report (PADM7213A)' at the WITS School of Governance.



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October 2023

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List of abbreviations

ANC	African National Congress
ASGISA	Accelerated and Shared Growth Initiative – South Africa
CDD	Centre for Democratic Development
CV	Control Variable
DV	Dependent Variable
GEAR	Growth Employment and Redistribution
GMM	Generalized Method of Moments
IDS	Institute for Development Studies
IJR	Institute for Justice and Reconciliation
IV	Independent Variable
MSU	Michigan State University
NDP	National Development Plan
NGP	New Growth Path
OLS	Ordinary Least Square
RDP	Reconstruction and Development Programme
R5	Round five of the Afrobarometer survey
R8	Round eight of the Afrobarometer survey
SASAS	South African Social Attitudes Survey
SPSS	Statistical Package for the Social Sciences
UCT	University of Cape Town
VECM	Vector Error Correlation Method
WSG	Witwatersrand School of Business

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CHAPTER ONE

INTRODUCTION AND BACKGROUND

1.1 Introduction

This chapter delivers a brief background to this study and provides a detailed problem statement which sets an area of focus for the discussion of this study. Furthermore, the chapter represents the aim, objectives, and research questions that triggered enthusiasm to carry out this research. In addition, the chapter also outlines the arguments that lay a foundation for the detailed discussion in the subsequent chapters of this study. Summarily, the chapter gives a clear understanding and background of what the research intends to investigate by representing the research questions and objectives that remain the impetus of this study.

1.2 Background

The democratically elected Government of South Africa has been faced with the responsibility of addressing many socio-economic challenges facing the citizens. After its victory in 1994, the African National Congress (ANC) government needed to solve the prevalence of poverty, inequality, and high unemployment, among other challenges (Mosala, Venter and Bain, 2017). Most outstandingly, unemployment has been persistently rising over the years. Increasing levels of unemployment have undermined many efforts done by the government that were meant to create job opportunities (Chibba and Luiz, 2011). The ANC government through different administrations since 1994, has implemented different national economic policies targeted at addressing the socio-economic challenges that hinder growth and development of the economy in South Africa. The policies vary from the Reconstruction and Development Programme (RDP) in 1994, the Growth Employment and Redistribution (GEAR) strategy in 1996, the Accelerated and Shared Growth Initiative – South Africa (ASGISA) in 2006, the New Growth Path (NGP) in 2010 and the National Development Plan (NDP) in 2012 (Ferreira and Rossouw, 2016; Mosala et al., 2017). During the year 2000, most macroeconomic variables including the gross domestic product, inflation and balance of payments performed well except for the unemployment rate which remained high (Hodge, 2009). The last quarter of the year 2021 recorded an unemployment rate of one-third exacerbated by the Covid-19 pandemic (Statistics South Africa, 2021). The transition of South Africa's economy to industrialisation is one of the developments considered to have improved the economy while it has also caused structural unemployment (Beall, Crankshaw, and Parnell, 2000).

Many studies (for example, Beall et al., 2000; Dias and Posel, 2007) have investigated the root cause of the persistently high unemployment rate in South Africa and the observation made point out that the large percentage of unemployment is related to structural causes. The industrialisation transition, in South Africa, from the labour intensive to the capital-intensive production led to skills-biased economic growth where a larger proportion of the skills of the existing labour force mismatched the newly required skills (Dias and Posel, 2007). In their study, Ferreira and Rossouw (2016) find that there has been more capital-intensive production during 1995 to 2013. During this period, the industries diverged their investment more into capital relative to labour which broadened a gap between the essential skills and the existing skills in the market and inevitably resulted in structural unemployment.

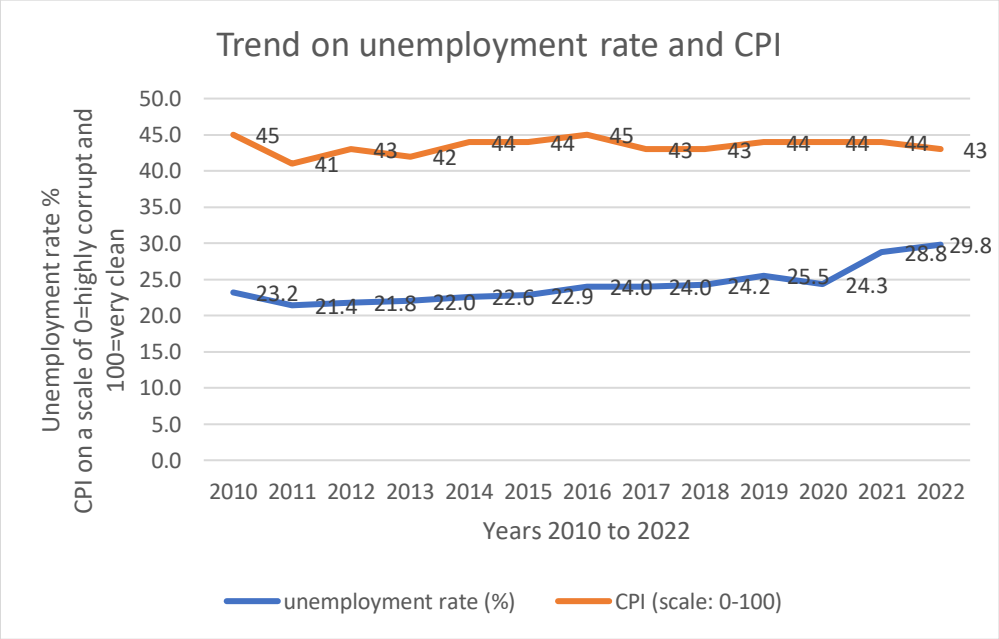
Furthermore, Dias and Posel (2007) point out that the *effect* of most macroeconomic variables on unemployment have been investigated, however, the effect of some salient causes has been undermined. Corruption is identified as one of the detrimental factors to investment and economic growth, thus contributing to persistent unemployment levels especially in countries with small economies (Rock and Bonnett, 2004). To some surprise, in other developing economies, especially the Asian countries, there is a claim of a rare possibility that high corruption occurs concurrently with growth in the economies. One typical case is China where the level of trust among the people plays an important role in making corruption an efficient enhancer to economic growth (Li and Wu, 2007). The transactions undertaken amidst corruption or in the black market turns out to fuel growth of these economies. Subsequently, an improved economy creates more job opportunities. However, this claim by Li and Wu (2007) leaves a room for through interrogation.

Corruption and its effects on macroeconomic variables have been explained from different angles, the bureaucratic corruption (Dwivedi, 1967) and political corruption (Lodge, 1998). Some studies (for example, Mattes, Keulder, and Chikwana, 2003) have made a comparative analysis of the perception of the public towards corruption. There is limited research in the case of South Africa that interrogates the nexus between the perceptions of corruption and the ability of the government to create jobs. With comparative analysis, one can only observe the trends in the perceptions. According to Gordon et al. (2012), most citizens in South Africa still have a perception that corruption is escalating in the country. However, the comparative analysis is not able to indicate with statistical evidence whether there is a correlation between high corruption levels and the ability of the government to create jobs.

Although there are some studies that focus on the correlation between corruption and unemployment, most studies use formally calculated numerical measures of the variables, for example, corruption perception index, while few provide limited analysis on perceptions of the ultimate consumers of public services. The analysis by Bouzid (2016) based on the former approach indicates a positive relationship between unemployment and corruption. The latter approach adopted by Mattes et al. (2003) reveals that most of the South African society is of the view that corruption is still high in the country, however, no further interrogation is taken to establish its correlation with the perceptions about the ability of the government to create jobs.

This study, the Afrobarometer survey is used with focus on round five and round eight survey for the years 2011/2013 and 2019/2021 respectively. Therefore, it becomes ideal to take glance at the trend on corruption estimated using corruption perception index (CPI), and unemployment rate (%) for South Africa is displayed in figure 1 below for the years covering the scope of this study 2010 to 2022.

Figure 1: Trend on Unemployment rate and CPI



Data sources: Unemployment data sourced from the World Bank(https://datatopics.worldbank.org/world-development-indicators/); CPI sourced from Transparency International (https://www.transparency.org/en/cpi/2022/index/zaf)

The bottom line in figure 1 represents unemployment rate that has been increasing over the years from the year 2011 (21.4%) with a slight decline between 2019 and 2020 (25.5% to 24.3%) but continued to increase thereafter with a sharp increase since 2020. The rate has been highest during the Covid–19 pandemic. Furthermore, the CPI also worsened during 2011 (41) but continued to drop

and improve with one unit on average over the other years reaching its highest point (45) in 2016. The CPI worsened to 43 in year 2017 - 2018 followed by a slight improvement by one unit to 44 between 2019 and 2021 but dropped again to 43 in 2022.

The graph above reflects a clear picture that the Government of South Africa has not been performing well either in dealing with corruption or in handling the unemployment crisis facing the country. The failure of the government to deliver to its citizens contributes to unpleasant living conditions. The failing government is therefore considered incapable of reducing unemployment and subsequently ranked highly corrupt by the citizens. This raised a concern as to whether unemployment is correlated with corruption levels in the country. More specifically, the study focused on finding evidence of the link between the perception of corruption levels and the prevalence of high unemployment in South Africa. The study used secondary data sourced from the Afrobarometer database to obtain the results. The Chi-Square test for association between the perception of corruption and ability of the Government to create employment.

1.3 The problem statement

High unemployment levels continue to be a major challenge as well as the root cause of the social ills that impede development in South Africa and therefore the economic national policies including the RDP and ASGISA were put into force as part of the mitigating measures to address the challenge of continuous high unemployment rates (Chibba and Luiz, 2011; Mosala et al., 2017). Hodge (2009) mentions that most macroeconomic variables improved during the year 2000 responding from the implementation of the economic policies like GEAR. However, the levels of unemployment insisted to rise, mainly because the growth rate of the labour force surpassed the rate of employment. The unemployment rate was around 28% during the year 2003 (Hodge, 2009) and increased to one of the highest records of 35.3% in the last quarter of 2021 exacerbated by the Covid-19 pandemic (Statistics South Africa, 2021). Beall et al. (2000); Ferreira and Rossouw (2016) relate persistent unemployment rates to structural causes. Dias and Posel (2007) point out that corruption is one of the less exploited factors hampering the expansion of employment. Corruption unfolds into different forms mentioned by Akinseye (2000, as cited in Onchari, 2019) as nepotism, bribery, prebendalism and graft. Li and Wu (2007) hold a position that the funds meant to improve the lives of the marginalized fall into the hands of few groups that focus on self-enrichment which Vorster (2012) categorises as acts of immorality. This in turn hinders economic growth opportunities capable of expanding job creation.

In investigating the effect of corruption on unemployment, several authors (for example, Mauro, 1995; Rock and Bonnett, 2004) advocate for the inverse relationship, while other authors (for example, Egger and Winner, 2005; Levy, 2007) support the positive relationship. Some studies that analyse the effect of corruption on unemployment using panel data (for example, Bouzid, 2016) find a positive effect of corruption on youth unemployment. However, these methods of analysis in some of these studies, which use formal calculated measures like corruption perception index, miss the opportunity to provide narrative collection and presentation of data on knowledge and provision of insights of how the citizens perceive corruption. Such is one of the limitations associated with quantitative data (Simister and James, 2020). Without this information, the Government is likely to stay uninformed about the views of its citizens regarding its performance. For as long as the government does not deliver, it is usually rated as highly corrupt by the public. Indeed, the perceptions of the public remain vital towards ranking the corruption level of the country. The livelihoods of the citizens of South Africa are worsening daily together with intensifying corruption. Corruption hinders the expansion of the economy which worsens the unemployment situation in South Africa. This research, therefore, has investigated the link between the perceived high corruption levels and the prevalence of high unemployment in South Africa. The study has revealed a significant correlation on the perceived high corruption levels and the ability of the government to create jobs.

1.4 Research question

The paper has investigated the answer to the following research question: "is there a link between the perceptions of corruption levels and the prevalence of high unemployment in South Africa?".

In deriving the answer to the main research question, the study has concurrently addressed the following several sub-questions: How are unemployment trends in South Africa? What are the perceptions of the public on corruption levels in South Africa? How does corruption levels link with high unemployment rates? What are the perceptions of the public on the ability of the government to create job opportunities? and lastly, how the responses of the citizens on job creation and corruption have changed between round five and round eight Afrobarometer surveys?

1.5 Research purpose

The purpose of this paper was to investigate whether there is a correlation between the perception of corruption levels and the perception of the ability of the government to create jobs. This study has provided insights into how the ultimate consumers of public goods and services perceive the

Government of South Africa on its ability to create jobs. The views of the citizens on corruption in the country have been voiced rather than just opting to the formal measures of corruption. Finally, the nexus between the perceptions of both rounds have enlightened how the public perceives corruption as a contributing factor towards the ability of the Government to create jobs hence, to address unemployment in South Africa.

1.6 Research objectives

The predominant aim of the study was to explore the link between the perceptions of corruption levels and the prevalence of high unemployment in South Africa. More specifically, the objectives of the study were to:

- Examine unemployment trends in South Africa.
- Assess the perceptions of the public on corruption levels in South Africa.
- Investigate the link between perceived corruption levels and high unemployment rates.
- Analyse the perceptions of the public on the ability of the government to create job opportunities.
- Observe changes in the responses of the citizens on job creation and corruption between round five and round eight Afrobarometer surveys.

1.7 Structure of the research report

The research report is organized into the following six chapters:

Chapter one: Introduction and background

This chapter entails a brief overview of the study as highlighted within the background and provides fundamental arguments that build to the discussion within the study. The problem statement is clearly defined, followed by the well-stated research question as well as the aim and objectives that contributed as an impetus to the research. This chapter also entails summaries for subsequent chapters.

Chapter two: Literature review

The chapter on literature review entails the arguments raised within this study that links this research to the prevailing academic debates. The context defines the thinking behind the research question by providing supporting relevant literature that builds towards the concrete debate for this study,

therefore proving a conceptual framework to the study. The concepts of focus for the study are also defined and related to the research question. The chapter also makes a provision to identify the research gaps that other studies have not elaborated on.

Chapter three: Research methodology and data collection

This chapter presents a discussion about the research approach; the research design; the research tools and their applications in the analysis of the secondary data sourced from the Afrobarometer database. The chapter also addresses the remarkable matters that arose in carrying out the research. The categorical data was obtained to achieve the research question posed by the study. The justification for undertaking a correlational research design is therefore provided in this chapter hence the defined research methodology followed.

Chapter four: Data presentation and analysis

The results obtained from the data analysis are presented in this chapter. This includes tables and figures which display the information entailed in the data. The results are also interpreted in a comprehensive manner.

Chapter five: Interpretation of the research results

This chapter is more linked to chapter four but focuses on revealing the actual meaning of the obtained results in relation to the research hypothesis as well as the theoretical concepts discussed in chapter two.

Chapter six: Conclusions and recommendations

This chapter encompasses a comprehensive summary and overall conclusions as well as established insights into the data analysis for this study. Recommendations have also been pointed out.

1.8 Conclusion

In conclusion, this chapter introduced the trend in corruption and unemployment that have been worsening for over the previous ten years. This occurred irrespective of the efforts by the Government of South Africa under different administrations of the leading political party, the ANC. The persistent poor performance by the Government left people with negative perceptions on its ability to fight corruption and handling job creation. The study therefore used the Afrobarometer data to investigate the association on how the citizens perceive corruption and high unemployment. Ultimately, this study

intends to provide more insights on how the citizens of South Africa perceive the Government on dealing with corruption and unemployment. Knowing how the citizens perceive corruption and prevalence of high unemployment level in the country might force the Government to implement measures to fight these scourges before their effects explode into further complicated social ills.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

The literature review lays a foundation for this study as it entails the debates that triggered the enthusiasm to carry out this research. The chapter reviews previous studies to provide theoretical debates on unemployment with particular focus on South Africa. The definitions, causes and consequences of unemployment are postulated. The chapter further shows how unemployment links with corruption and elaborates on the effects of corruption to the economy that result in persistent unemployment especially in South Africa. Moreover, corruption is defined as well as different forms of corruption more specifically corruption that occurs within the public sector. This chapter also provides insights on how people perceive unemployment as well as corruption. The empirical evidence by other researchers is used as reference to pave a way for the methodology used in the study. Therefore, this chapter basically lays the foundation for the rest of the chapters in this research report.

2.2 Theoretical literature

2.2.1 Unemployment

2.2.1.1 Definition of Unemployment

The concept of unemployment is very broad as well as corruption, however, the starting point is to give background for each concept. Unemployment is one of the challenges facing many countries and has become on top of the list of the problems the governments are attempting to address. Aqil, Qureshi, Ahmed, and Qadeer (2014), define unemployment as a situation where people who are in a work force are not able to find jobs. Kingdon and Knight (2001) and Oner (2017) provide a narrow definition of unemployment as a category of people who are not working but have been actively searching for a job in the previous four weeks. Moreover, the broad definition comprises all jobless working age people with willingness to work irrespective of whether they were searching for a job or not. Many authors (including, Kingdon and Knight, 2004; Hodge, 2009; and Lloyd and Leibbrandt, 2013) show that there has been a high rate of unemployment in South Africa in terms of both the broad and the narrow definition and as such making the country to be amongst those with the highest unemployment rates in the world.

2.2.1.2 Key debates on unemployment

There are broad theoretical debates around the causes of high unemployment rates which are applicable both in the developing and developed countries. The neoclassical framework associates the prevalence of unemployment to the disequilibrium between the supply and demand for labour (Adjor and Kebalo, 2018). When there is an excess supply of labour, unemployment occurs naturally. Furthermore, the Keynesian framework debates that unemployment levels are determined by how the government handles the fiscal policy (Battaglini and Coate, 2011). If the government can mobilize the public resources, the high levels of unemployment are likely to be controllable provided the resources are not misallocated. Accountability and transparency are key towards an effective and efficient fiscal policy.

Moreover, Mincer (1991) mentions that other factors relate to skills development. In this regard, education has been debated if it has the potential to increase chances of employment. It is highly likely that education focused towards addressing the skills gap has a potential to be contributory towards creation of more job opportunities. One of the manifested contributing factors to unemployment is that growth in the labour force has surpassed way too far the rate at which economic growth can absorb Hodge (2009). Dias and Posel (2007) have analysed the relationship between education and unemployment and found that there has been an increase in unemployment rates within graduates. The new graduates literally increase the labour force pool at a higher rate than the job market can absorb, mainly due to low creation of job opportunities in the economy. The ideology that education attainment leads to job security remains a challenge as education on its own is not sufficient to secure employment but needs to be complimented by many other factors including work experience. Therefore, lack of experience is among the core factors causing high youth unemployment. Serious concern is raised regarding high numbers of unemployed youth in South Africa aged between 15-24 (at 52.9% in 2013) which constitute a major proportion of the labour force (Lloyd and Murray, 2013). The existing unemployment situation has worsened to an extent that the larger portion of the growing labour force is faced with the probability of remaining unemployed irrespective of the job search initiative taken (Kingdom and Knight, 2004).

Furthermore, economic downturns, pandemics and other incidents alike have a potential to impose a significant effect on the level of unemployment. Lloyd and Leibbrandt (2013) show that after the 2007 global financial crisis, most macroeconomic variables worsened in many countries. The reported unemployment rate for youth aged between 15-24 years in the first quarter of 2019 was 55% and in

addition, 34.2% of those aged between 25-34 also remained unemployed (Statistics South Africa, 2019). The trends manifest the unemployment challenge facing the youth in South Africa. The decline of 3.2% in the economy of South Africa during this period may have possibly factored into the stated unemployment rates (Statistics South Africa, 2019). The high unemployment among youth, especially new graduates, is also likely to emanate from inefficiency of governments to create new sufficient jobs in parallel with the pace of the increasing labour force (Kriaa, Mohamed, and Mathlouthi, 2020).

Additionally, it cannot be ignored that unpredictable unfavourable global disasters such as pandemics impact negatively on economies and subsequently increasing the level of unemployment. The Covid-19 pandemic has also exacerbated matters during the year 2020 with extreme cases of permanent job losses (Arndt et al., 2020; Kaur, 2021). Statistics South Africa (2021) recorded a high unemployment rate of 35.5% in the last quarter of 2021 in the country with the Covid-19 pandemic remaining the main contributory factor. This trend is gesticulating red flags because the prevalence of high unemployment is positively linked to social ills with a potential to prevent development in the economy of South Africa (Levinsohn, 2008). In saying so, increasing unemployment level is most likely to result in many obvious social challenges such as increased poverty levels, income inequality, non-access to good health, education, and shelter.

Lastly, corruption has become one of the central focal areas amongst the factors contributing to high levels of unemployment. Its effects on unemployment are interrogated by several authors (Mauro, 1995; Tanzi, 1998; Rock and Bonnett, 2004; Lacko, 2004; Li and Wu, 2007). There are mixed conclusions about the effect of corruption on unemployment, for example a debatable analysis by Li and Wu (2007) reveals that corruption has a potential to improve growth subsequently expansion in job creation while most debates (for example, Mauro, 1995; Tanzi, 1998; Rock and Bonnett, 2004) advocate for its potential of exacerbating unemployment levels. It is evidenced that there exists a positive relationship between high unemployment level and corruption (Mauro, 1995) and this relationship has become one of the currently interesting debatable topics for further research.

2.2.1.3 Types and causes of unemployment

One can depict from the key debate on unemployment that there are various reasons relating to its occurrence. In that way, unemployment can therefore be categorised mainly as structural, frictional, seasonal, institutional, and cyclical (Zayniddin, 2021). Fujii (2008) refers to cyclical unemployment as a demand-deficient unemployment. Among these categories, occurrence of frictional unemployment

is mainly due to voluntary reasons while others emanate from involuntary reasons, however, institutional unemployment relates to both reasons.

i) Institutional unemployment

In explains institutional unemployment, Zayniddin (2021) says it is unemployment that occurs when there is information asymmetry between the employers and the employees, that is when there is discrepancy about the information on what the labour force can offer and what the employers are desiring to take. From the labour supply point of view, when the labour force does not have updated information on the vacancies available, it becomes difficult for the potential candidates to secure the position hence the vacancies remain untenanted. Similarly, the reverse applies on the labour demand side in that the employers who without the information of what competences the employees are capable to submit, it becomes a challenge for the vacant positions to be filled with qualifying candidates. Presence of information asymmetry opens a gap for corrupt recruitment process as favouritism of employing incompetent employees can take place, which Bouzid (2016) refers to as employment of unemployables.

Furthermore, Zayniddin (2021) shows that another cause for institutional unemployment may result from 'unemployment trap'[2]. This is a situation where an individual chooses to receive unemployment benefits over a low-paid job simply because the former is higher than the latter. Other studies (for example, Bassanini and Duval, 2009; Howell and Rehm, 2009; and Valletta and Kuang, 2010) also show that higher value of unemployment benefits usually lead to intensified levels of unemployment. People who are unemployed would opt to receive the unemployment benefits if it is better than the minimum wage offered by the employees. The unemployment resulting from this situation put pressure on the economy since the social benefits are inflated as they are directed to accommodate individuals with potential to work and participate in national production. Social grant fraud exacerbates the pressure on the budget because even unqualifying individuals with falsely information get approved to receive social grant with the assistance of the bureaucrats (Reddy and Sokomani, 2008). Furthermore, Moosa and Patel (2020, p.20) come with a different perspective that people in South Africa prefer the economy characterised of "low wages and low unemployment" against the economy with "high unemployment and high wages". The citizens find it better off to have the lowest

[2] Unemployment trap – a situation where an individual prefers to remain unemployed and receive unemployment benefits rather to get a low-paid job.

wage if it benefits majority of the nation rather than having few groups gaining from high wages. This is perceived as a better option to suppress the budget pressure emanating from increasing social benefits while failing to address high levels of unemployment.

ii) Demand-deficient or cyclical unemployment

There is also another form of involuntary unemployment caused by fluctuations in the economy, cyclical unemployment (Kenton, 2023). During economic recessions, job losses increase as businesses lose the market and thereby being forced to retrench or shut down. When the economy is performing well, unemployment levels drop. Cyclical unemployment typically implies that during the bad economic season, there is low demand for labour which keeps people out of the workforce as there are few positions competed for by many unemployed individuals. Following this, the pressure builds in the labour market to an extent that it becomes impossible to absorb the high volumes of people in demand for jobs during recessions hence the level of unemployment inevitably expands further.

The situation where unemployment occurs because there is a low demand for labour due to economic recessions is called demand-deficient (Fujii, 2008). Holzer (1988) has also explained demand-deficient as unemployment that occurs when there is a short fall in jobs relative to workers in demand for jobs. The emphasis made is that the demand-deficient prevails when the supply of labour exceeds way too far the demand for labour at specified wages. Murota (2018) indicates that people usually get discouraged to work in a case where minimum wage is lower than unemployment benefit. As this happens, the number of unemployed people increase hence levels of unemployment get aggravated. Even though people opt for unemployment benefits over the minimum wage, this causes excess unemployed labour in the market. Moreover, higher numbers of people in demand for the unemployment benefit becomes a challenge as it imposes more pressure into the unemployment benefit fund which could have been avoided if people had settled for the availed minimum wage.

Furthermore, to act against the unfavourable minimum wage relative to the constructive unemployment benefit, labour unions intervene by demanding wage increments. However, the immediate response against the higher wages is for the firms to cut any further demand for new workers. Eventually, the higher cost for labour that comes with the wage increment leaves the firms with no other alternative of overcoming such pressure on the wage bill than to retrench the workers, which worsens the level of unemployment. Retrenchment often affects women more than men as well as those with low education, low skills (Appleton, Knight, Song, and Xia, 2002). It is in this situation

where a rational decision is made regarding who to retrench or to keep. However, retrenchment discrimination usually occurs in favour of those with access to networks with the authorities rather than on fair grounds (Appleton et al., 2005; Dickinson, Masclet, and Peterle, 2018).

iii) Structural unemployment

One popular type of unemployment that is known to have a huge negative impact in the workforce is structural unemployment. Zayniddin (2021) refers to structural unemployment as unemployment that occurs when there are technological advancements in the production line that changes the structure of the preferred labour. In this case it implies that the labour in the market is no more demanded as its skills and qualities no longer meet those brought by the new technology therefore remains out of the workforce. As unemployment occurs, it takes longer for the workers to advance their skills and qualifications and remain in the job search category. Kenton (2023) mentions that forces in business cycle, competition, technology, and government policy are basically the main causes for structural unemployment. Unemployment under structural shifts takes a longer duration. This prolonged unemployment occurs not because of no available vacancies but mainly due to the mismatch between the skills offered by the workers and skills needed by the employers. Several authors (for example, Beall et al., 2000; Dias and Posel, 2007) relate the prevalence of high unemployment rates to structural causes. It is mentioned that the industrialization evolution in South Africa forced a shift from the labour-intensive production into more capital-intensive production. As a result, there was a non-compatibility between the newly required skills and the existing skills. The mismatch of skills emanating from structural shifts created a huge skills gap which compelled most labour, especially black people, to be out of the workforce (Beall et al., 2000).

Along the same line of argument, Ferreira and Rossouw (2016) analyse unemployment in South Africa using the capital/labour ratio and observe that the production process has been more capital intensive during 1995 to 2013. The indication is that the industries opted to invest more into capital intensive production relative to labour intensive production which Dias and Posel (2007) refer to as a "skills-biased economic growth". This shift has inevitably resulted in structural unemployment by which the skills within the labour supply fail to match the skills in labour demand.

During existence of squeezed employment opportunities resulting from structural changes, unethical practices including patronage (Bowen, Edwards, and Cattell, 2012) favouritism, and discriminatory recruitment (Dickinson et al., 2018) usually take place. Moreover, Bouzid (2016) indicates that

bureaucrats often manipulate individuals during fragile moments to engage in unethical tendencies to secure jobs. This causes a setback to the skilled educated individuals, keeping them unemployed in favour of those with access to network with people of higher status (Onchari, 2019). The challenge of structural unemployment becomes difficult to address if the recruitment process is corrupt and manipulated, benefiting those without adequate requirements over those who rightfully deserve the positions.

iv) Frictional unemployment

One other type of unemployment is a frictional unemployment which occurs consequent to voluntary search for a new job (Kagan, 2022) and after transition to start a new job in a new workplace (Nabiyeva, 2019). The period taken in between the transition of getting into a new job usually places an individual out of the workforce hence being temporarily unemployed. Frictional unemployment is therefore natural unemployment which includes the individuals who left their jobs in search for better jobs; also consists of individuals returning to the workforce; and those who are new into the labour market.

v) Seasonal unemployment

Among these many forms of unemployment, there is also seasonal unemployment which occurs due to seasonal production taking place for some industries (Zayniddin, 2021). Some of the industries run their production in specific periods of the year. It is during only that time of massive production when the demand for labour gets high. However, during the period when production is not running, the demand for labour drops very drastically. This put many people out of the workforce and unpaid for some specified period. Nabiyeva (2019) provides a typical example of sectors like agriculture and construction that have off peaks and high peaks. This is also a type of temporary unemployment where the labour knows that at high peak seasons, they are most likely to get employed again but face unemployment during off peak season. Most sectors that are affected by seasonal unemployment comprises the less educated. Individuals usually lobby in to be part of the workforce to secure income (Wahl, Pollai, and Kirchler, 2013).

In essence, all types of unemployment remain a challenge that should be addressed by the Government as a top priority. This is irrespective of being voluntary or involuntary, although a focus should be put more on the latter. The former type of unemployment as indicated has a risk of baring more pressure in the unemployment benefit fund therefore increasing a pool of unemployed people. This implies a

possibility of excess supply over demand for labour. People ought to be encouraged to participate in the production activities of the economy with the minimum wage made available rather than settling for social benefits. Moreover, structural unemployment ought to be a priority for the Government as it needs a long-term and well-structured capacity building plan towards mitigating skills gap necessary for efficient production in the economy.

2.2.1.4 Consequences of unemployment

Understanding the different types makes it easier to acknowledge that the consequences of unemployment can take different forms. Moreover, the effects of unemployment are felt at different levels from individual, household, society up to the entire economy at large. Among many economic problems resulting from unemployment, the most obvious is the loss of income to sustain the livelihood of individuals and households. Without a reliable source of income, perhaps due to unemployment resulting from economic downturns, it becomes very difficult to acquire day to day necessities and this impacts negatively on human wellbeing (Wolfers, 2003).

i) Unemployment effects and the economy

Many authors (for example, Tobin, 1972; Nabiyeva, 2019) discuss the trade-off between unemployment and inflation with reference to the theory purported by Willian Phillips in 1958, the 'Phillips curve'. Unemployment and inflation are well known as the two evils to the wellbeing of the people. An attempt to resolve unemployment yields inflation and *vice-versa*. From the economic perspective, the effects of both unemployment and inflation pose very unpleasant consequences on the wellbeing of the people as shown by the 'misery index' which was invented by Arthur Okun (Blanchflower, Bell, Montagnoli, and Moro, 2014). One obvious fact is that staying unemployed, more especially in the economy where inflation is looming, has a potential to reduce life satisfaction (Welsch, 2007). The cost of living affects the consumption pattern if it is very high, making people to be unable to afford even basic goods and services.

In trying to understand how the effects of unemployment come about, Kayode, Arome, and Silas (2016) show that the longer time taken out of the workforce implies that individuals are no longer applying and practicing their skills and are subsequently likely to lose such skills. This prolonged duration without applying acquired skills compromises maintenance of the available human capital. Furthermore, if more skilled people are unemployed, the economy's production gets undermined because of functioning below the potential efficiency. Therefore, an under-performing economy

affects the level of income negatively leading to income inequality (Kayode et al., 2016). Prevalence of high-income inequality indicates further incidents of poverty together with all other accompanying unpleasant factors.

ii) Unemployment effects at households and societal level

While the economic effects of unemployment have been highlighted, there are also societal effects associated with unemployment. The society also falls victim to the effects of unemployment manifested in a variety of societal ills ranging from increased prostitution to criminal incidents including armed robbery, kidnapping, vandalism, and many other criminality acts (Kayode et al., 2016). Society at large is likely to fall victim to the criminal activities which certain individuals opt to as a means to sustain their living. As Kayode et al. (2016) highlight, an environment with high prevalence of unemployment level is usually characterised by different sorts of criminality incidents.

Kayode et al. (2016) indicate that unemployment aggravates poverty and inequality at individual and household level. The outcomes associated to both poverty and inequality emanating from unemployment include malnutrition; depression; mental stress; alcoholism and abuse of other drug as a coping mechanism; feeling of inferiority; likelihood of domestic violence to erupt, exposure of the families to risks associated to vulnerability, minimised opportunities to proper education for children and limited access to health care facilities hence increased illness. These are some of the common effects resulting from unemployment, but the list is endless. Ultimately these effects are more likely to spill over to the society and unfold into further socio-economic challenges including expanded unemployment.

Additionally, unemployed individuals have no means of income, therefore daily basic needs cannot easily be met. The stress and pressure are even worst for the households who provide for the family. All these pressures coming from being unemployed have a potential to affect mental health of the individuals or even leave people with a stigma of feeling inferior because of not being able to provide for their families (Treisman, 2000). This situation may likely result in a wrong decision of opting for wrongful ways of acquiring income which could impact negatively on the society.

iii) Unemployment effects and politics

Furthermore, diverging from the socio-economic effects of unemployment, the focus is also given to political consequences. Azeng and Yogo (2013) mention that while unemployment remains

responsible as a cause for poverty, it is also the main source for political instability and riots. An environment where jobless people feel marginalised and pressure from inequality triggers civil conflicts. Miguel (2007) also argues that the link between poverty and violence is strongly evidenced. A norm is that less developed countries are usually prone to high unemployment hence experience falling income and increased poverty levels which are held responsible for triggering violent conflicts such as lootings of assets and vandalism of natural resources. Conflicts that destroy infrastructure affects the operation of businesses which lead to closure of firms and loss of more jobs. Moreover, the production capacity definitely gets affected and impacts the economy negatively. This just becomes a vicious circle with continuous growing unemployment levels.

Moreover, Collier (2000, as cited in Urdal, 2006) stipulates that youth recruitment is basically less costly and the expectation is to fully engage the vast majority into the workforce, especially the males to reduce risks of political violence. However, youth unemployment is persistently increasing, with unsuccessful policies to address the challenge of growing rates, especially in developing countries. The failure to mitigate the high levels of unemployment turn out to be a recipe for further creation of a rebellion for the youth which is opted to as alternative means of securing income source (Urdal, 2006). The expanding pool of unemployed youth is much undesirable because the pressure and frustration generated by large youth cohorts can be devastating and erupt into civil violence (Moller, 1969; Cincotta, Engelman and Anastasion 2003).

2.2.1.5 Public perception towards unemployment

The public as the consumers of the services provided by the Government have an important role to play in providing the feedback on the quality of services as well as gauging the efforts made by the Government to create job opportunities. Makanga and Msafiri (2020) have analysed the responses of African citizens obtainable from Afrobarometer surveys for the years 2011/2013, 2014/2015 and 2016/2018. They observe that African people have always ranked unemployment at the top of the problems that governments should address. The ranking is higher among urban residents, younger people, and more educated people. Nyoka and Lekalake (2015) highlight that the analysis of the Afrobarometer surveys for the years 2000 to 2008 reflects that youth in South Africa rate unemployment as one of the top challenges facing South Africa. Chingwete (2015) furthers the analysis from the Afrobarometer surveys by indicating that most South African citizens find the government to have performed very badly in addressing unemployment, crime, education gap, poverty, and

corruption. The public dissatisfaction on how the Government is addressing these areas accrued more during the leadership of President Zuma.

Furthermore, Makanga and Msafiri (2020) stipulate that three quarters of African people from the Afrobarometer surveys for the years 2016/2018 maintain their view that governments perform badly towards creation of jobs. The dissatisfaction stands strong during the imbalance that exists between fast-growing labour force and low absorption of the labour force into the employment sector. Asiamah, Sambou and Bhoojedhur (2021) pick, from the assessment made in round eight Afrobarometer surveys from 34 African countries, that youth feel neglected by their governments towards job assurance. While the education gap is narrowed in most African countries, youth as well as older citizens are of the opinion that the governments continue to fail to make job creation an urgent matter as to address the needs of the youth. A failure to address youth unemployment is a problem that does not affect only youth but also a problem that affects a society at large.

2.2.1.6 Conclusion: Review on Unemployment

It is without no doubt that unemployment in South Africa continues to remain a major challenge as it is persistently increasing most especially affecting the youth. Structural unemployment has hit the country very hard ever since a shift into industrialisation. It is clear made that without a reliable source of income, livelihoods of the citizens are made worse off. Unemployment is one contributory factor to poverty, inequality, and many social ills such criminality acts. Most of South Africans feel that the Government of South Africa is failing to create sufficient job opportunities to mitigate the persistently increasing unemployment rates. This raises alarm for the Government to consider addressing unemployment a number one priority.

2.2.2 Corruption

To this point, the concept of 'unemployment' has been interrogated from different angles and one of the causes of continuous high unemployment levels is explained as corruption (Rock and Bonnett, 2004). Therefore, it is ideal to interrogate the concept of 'corruption' in isolation approaching it from different perspectives to be able to gather broader facts for better understanding on how it links with unemployment. As indicated, the effect of corruption on unemployment has been given less attention but the fact remains that the former remains vital on the latter. The high levels of corruption remain as one of the suspectable causes of high unemployment levels.

2.2.2.1 Conceptual definition of corruption

The concept 'corruption' is approached in different ways. Several authors (for instance, Apaza, 2009; Kaufmann, Kraay and Mastruzzi, 2013) present the six governance indicators, that are developed by the World Bank Institute and the Research Department as: control of corruption, voice and accountability, government effectiveness, regulatory quality, absence of violence and political stability, and rule of law. The effect of corruption on unemployment has become one of the focal areas in the current literature. Therefore, corruption as one measure of governance is articulated as the "intentional misuse of government powers for private gain as those government officials entrusted with public offices know their duties but they neglect it for their own reasons which are not intended by the state" (Brooks, 1909, as cited in Onchari, 2019, p. 311). Dwivedi (1967, p.245) indicates that the definition of corruption involves "nepotism, favouritism, bribery, graft, patronage and other unfair means adopted by government employees and the public alike to extract some socially and legally prohibited favours" which is also supported by Akinseye (2000, as cited in Onchari, 2019). However, Dwivedi (1967) acknowledges that unethical behaviour, which varies from one culture to another, may influence what is considered as corruption depending on the location of interest.

In interrogating the concept of corruption further, Onchari (2019) refers to it as an "illegal extra benefit" gained to individuals at the expense of the public. Most of the privileged individuals misuse their power to enrich themselves with public funds at the cost of the larger portion of the marginalized. As much as self-interest may be good for self-development, if it is at the cost of disadvantaging others and driven by greediness, it becomes an immoral act which is classified under corruption Vorter (2012). Hence, Vorter (2012) argues that corruption should not only be limited to the actions that are regarded as illegal based on the ruling laws but should also be considered from the perspective of what the public views as immoral. According to Akinseye (2000, as cited in Onchari, 2019), corruption unfolds into "nepotism, bribery, prebendalism and graft".

2.2.2.2 Key debates on corruption

Corruption is one of the factors associated with high unemployment levels (Mauro, 1995) and has become one of the debatable topics among the contributory factors that aggravate unemployment rate. In relation to this, Dias and Posel (2007) mention that it is important to exploit other factors that hinders the expansion of employment in South Africa such as high crime rate, governance, and corruption. Indeed, the nexus between corruption and unemployment has not been optimally

investigated. As a result, the effects of corruption in the economy need serious consideration and further interrogation as such effects are eventually also linked with the rigid employment levels. In making this a strong case, Justesen and Bjornskov (2012) further stipulate that less investigation has been done on how corruption impacts lives of ordinary citizens. Meo et al. (2020) mention that the role of corruption in economic growth is perceived very important by various groups of people in developing countries. In a more elaborative way, this implies that a failure to implement controls over corruption has a potential to yield negative effects on economic growth which may possibly make it impracticable to successfully mitigate poverty and improve economic development. It remains a common major concern to most of the South African society that corruption is given less attention while it is the main source contributing to diversified socio-economic challenges facing the country (Gordon et al., 2012).

Corruption is indeed one of the undermined areas but critical amongst the factors that fuel high levels of unemployment. Mauro (1995), Rock and Bonnett (2004) mention that an environment consisting of high prevalence of corruption discourages investment, therefore slows economic growth. With such an effect, the challenge of unemployment remains unlikely to be overcome. As Levinsohn (2008) states, prevalence of corruption and unemployment pose a risk of erupting unpleasant social ills which are likely to prevent development in the economy of South Africa. Boris (2005) stipulates that corruption increases transaction costs due to illegal contracts involved; furthermore, it compromises efficiency of the economy and subsequently social welfare of the citizens with just limited groups benefiting; corruption also brings uncertainty to the business and investment climate.

It remains clear that corruption is unfavourable to economic growth hence unemployment *per se*[3] for at least small economies. However, the debate which has been raised by Li and Wu (2007) point out that corruption has a potential to become an efficient enhancer to economies as it contributes to ease ways of doing business among other factors. This trend is evidenced in Asian economies which are characterised by economies that grow faster amid high levels of corruption. Chabal and Dazol (1999) elaborate that corruption in African countries is fatal to development whereas it is contributory to growth in the Asian region. The argument supporting this observation is that corruption in Africa is attached to a large network of people. In African countries, the acquired proceeds from corruption activities, which have already cost a huge burden to the citizens, are dispersed amongst a large network

[3] *Per se* - in and of itself.

for self-enrichment and consumption. The opposite holds in the Asian countries like Korea as the network is limited to a smaller group hence poses reduced harm to the citizens. Hyslop (2005) adds that one of the exceptional behaviours in Asian region is that the acquired proceeds are hoarded and invested internally, thus boosting the local economies. In contrary to the positive effect of corruption in the economies of the Asian countries, African countries get worse off in the process because of sending the funds abroad instead of re-investing in the local economies (Hyslop, 2005) which consequently weakens the development of their economies. Therefore, it becomes impossible to absorb increasing demand for jobs as the opportunity to expand job creation is missed.

2.2.2.3 Types and causes of corruption

Corruption as defined emanates from different causes ranging from bribery, nepotism, patronage favouritism, graft, (Bowen et al., 2012). For corruption to take course, it is essential to have the demand and supply site which are the government officials providing the services and goods, and the firms or individuals in need of the services or goods. The types of corruption are therefore distinguished according to the magnitude of severity considering where and how it occurs (Lodge, 1998). Furthermore, Jong-Sung and Khagram (2005) mention that the causes of corruption can be explained through three distinct areas which are mainly economic, cultural, and political categories.

i) Bribery on attaining services

Corruption can be categorised in different forms. The first type of corruption attributed by Boris (2005) comes in a form where citizens offer bribes as a means of speeding up the process to attain services that they are entitled to. The use of a bribe in this case does not violate any legal rules. It is perhaps regarded as a gift-giving (Montinola and Jackman, 2002) to show appreciation according to some social norms. The challenge is that this cultural approach of doing things is considered economically and politically immoral by others. Furthermore, only those who afford the prize are prioritised over those disadvantaged who cannot afford the bribery prize. The gift-giving to some extend also pose a risk of inflating the ultimate cost of doing business as a means of compensating those preliminary bribery engagements.

From day to day, citizens seek services from government officials and that is where corruption, usually in the form of nepotism (Ibodullaevich and Kizi, 2021), takes place as a means of fast tracking the processes or even avoiding long queues. Inequality within the society contributes to corruption

because the poor are the easy targets of bureaucratic exploitation when seeking basic services which they cannot afford (Jong-Sung and Khagram, 2005).

The government officials are also likely to prolong the processes and transactions during delivery of services with the intention of luring extra bribes from the citizens receiving public service (Rose-Ackerman, 1997). In doing so, the public service consumers fall for the temptation of paying bribes for speedy assistance. Rose-Ackerman (1997) further shows that it is in this form of corruption that the government officials use bribes as a complementary to their salary, thus it comes in as "incentive bonuses" which is usually a norm in low-income countries (Montinola and Jackman, 2002) where the civil servants are underpaid.

ii) Administrative corruption

Secondly, there is administrative corruption which involves demand for bribes towards attainment of services through violation of legislation processes and public policies Boris (2005). In this case, the whole intention to bribe is to violate the legal rules unlike bribery on attaining business discussed above which is not intended to violate any legal rules. Gans-Morse, Borges, Makarin, Mannah-Blankson, Nickow, and Zhang (2018) refer to administrative corruption which is used interchangeably with bureaucratic corruption as one that involves civil servants rather than political appointees. Mbaku (1996) indicates that civil servants mainly engage in bureaucratic corruption to compensate for their income. In doing so they render service in exchange for illegal favours demanded by certain interest groups.

Basically, if the supply side of bribes, that is the interest group willing to offer bribes, gets dysfunctional, bureaucratic corruption would only be in the form of "nepotism, illegal levies, and the illegal appropriation of public resources" (Mbaku, 1996: p.3). Leff (1964) has also mentioned that the motive for bureaucratic corruption has to do with trading of favours with the government officials particularly those in charge and influential on economic policies of the governments. Such favours are revealed in terms of bribes towards Such favours are revealed in terms of bribes towards easy attainment of investment, export, import, trade licences, tax-evasion, and foreign exchange, among others. In this way, the sentiment for the firms to pay bribes is related to the cost reduction associated with the high payments of the levies (Rose-Ackerman, 1997).

Moreover, Lui (1985) shows that the complex bureaucratic processes and regulations that firms should undergo to have the businesses operational contributes to corruption activities. To avoid such

processes, firms fall for the temptation of paying bribes to speed up the procedures. Van Vu, Tran, Van Nguyen, and Lim (2018) clarifies that some firms find paying bribes as the best option to obtain massive business deals and still maintain good proceeds compared to their counterparts who do not engage in corruption. Such firms do not get discouraged by the risk of eroding their reputation which could lead to loss of business or closure. Nonetheless, the cost of shutting down the firms obviously bears a heavy burden on the workers in case this becomes the outcome and the consequence of corruption.

iii) State capture corruption

The third type is the state capture referred to as "the illicit purchase of favourable laws decrees" (Gan-Morse et al., 2018: p.173) where rules and regulations are literally formulated biasedly to suit the interests of those in the corruption network (Boris, 2005). Hellman and Kaufmann (2001) indicate that under the state capture corruption, the policies, laws, and regulations of the state are intervened by the firms through illegal collaboration with the public officials. While the firms would have found a breakthrough with manipulating the procedures, the public officials involved, in turn, benefit from the deal in terms of receiving the illegal gains offered by the firms.

Along the same line of discussion, February (2019) articulates that the firms normally persist on being influential especially towards preventing the policy reforms which may likely impose difficult conditions. The action itself undermines initiatives to achieve good governance. Furthermore, this leaves room for a continuous vicious circle between public officials who obtain illicit gains from collaborating with the monopolising opportunistic firms and the weakened governance. Hellman, Jones, and Kaufmann (2003) highlight that the incentive behind captor firms to carry out direct connection with the state is associated with securing protection of their property and contracts rights. The strengthened tie with the states allows for control of the market as well as realising more than normal rapid growth of the captor firms backed up by improved secured property rights. These gains indeed come as a long-term motive for the firms to engage in state capture corruption.

iv) Political corruption

Political corruption is yet another form of corruption with huge impact on the society and the economy. Ibodullaevich and Kizi (2021) indicates that the other form of corruption is associated with high power such as supreme courts and those in political power. Moreover, Mbaku (1996) talks of political corruption as one that involves committing public funds without the public necessarily

gaining anything. The resources are diverted to benefit groups of interests rather than serving the purpose of addressing the needs of the public (Lodge, 1998). This displays an element of self-enrichment for those in power without being considerate of the interest of the citizens who elected them.

In elaborating on the causes of political corruption, Treisman (2000) emphasises that the continuous prevalence of corruption in most developing countries is caused by poor law enforcement especially towards the authorities. The norm is that the legal systems work on the inferior citizens but remain inapplicable to the superiors. Therefore, this act exacerbates corruption of high magnitude. Goodman (1990, as cited by Mbaku, 1996: p.3) explains that political corruption [4]also embraces activities such as "vote-rigging, registration of unqualified, dead, or non-existent voters, purchase and sale of votes, and the falsification of election results". This kind of corruption has gained popularity in developing countries (Lodge, 1998).

Other variables associated with political corruption are government size, democracy, and level of decentralisation (Jong-Sung and Khagram, 2005). For example, corruption remains lower in countries that have reached highest level of maturity in democracy in the long run, i.e., at least over a period of 40 years and remains minimal in dictatorship countries (Treisman, 2000), whereas it likely to be persistent in partially democratised countries (Montinola and Jackman, 2002). Moreover, corruption is evidenced to be more in smaller governments (Friedman, Johnson, Kaufmann, and Zoido-Lobaton, 2000) although the expectation would be for a bigger government to attract bigger bureaucracies subsequently increasing corruption levels (LaPalombara, 1994). The decision to engage in corrupt acts within a smaller group is easily manoeuvred comparatively to diverse views in larger governments. Decentralisation from a different point of view also portrays mixed effects towards corruption (Treisman, 2000).

2.2.2.4 Consequences of corruption

The effects of corruption vary from micro level to macro level i.e., at individual level to household, society, and the economy at large. The cost of corruption effects unfolds economically, socially, and mentally to mention a few. Above all these, Mbaku (1993, p.3) states that "the biggest loser from corruption is society as a whole". Justesen and Bjornskov (2012) mention that corruption has a

[4] Political corruption in the form of buying votes is not within the scope of this study although it is highlighted.

potential to impede expansion of investment and economic growth, expands the inequality gap (Gupta, Davoodi, and Alonso-Terme, 2002), block initiatives towards political and economic reforms (February,2019), and aggravates poverty levels (Kaufmann, Kraay, and Mastruzzi, 2005).

i) Corruption in services

The obvious consequence of corruption is being caught followed by law enforcement which may result in such officials losing jobs or getting prosecuted and sent to jail Treisman (2000). The obvious result in this case is the loss of income. The household, especially where the victim is the provider is likely to suffer and face social challenges associated with loss of income e.g., education, health, food, etc. This incident may imply loss of skilled workers which impact negatively on production of the firm and subsequent low contribution to the economy. Less productive economy has manifested to contribute to increasing unemployment levels due to factors like complete closure of the firms in extreme cases or retrenchment of the workers.

Instances of corruption that have government officials as the main players have a potential to affect and erode the economic system (Lipset and Lenz, 2000) as such officials manage to find various ways to collectively manipulate the system. According to Brooks (1909), as much as the word corruption has gained popularity in the vocabulary of politics and referred to as political evil, it is not confined to the political field. Governments just happen to be at the limelight than other institutions and therefore frequently get associated with the word 'corruption'. For this reason, it becomes more difficult to identify and combat corruption if it occurs in a systemic environment that has government involvement (Pillay, 2004).

In an environment where joined forces that comprise both private and public sector exist and engage in corruption activities, it usually becomes very challenging to break that kind of chain by allowing the law enforcement to take its course. South Africa continues to be hit hard by corruption in both the private and public sector and this is well explained by Voster (2012, p.137) by mentioning that "corruption in the public sector has its source in the private sector". This explicitly expresses that certain public and private sector individuals connive in pursuing activities that turnout to be in favour of their own private gain.

Corruption effects in services are felt much on a micro-level, where the public interacts with the bureaucrats. Justesen and Bjornskov (2012) articulate that the slow development in Africa is aggravated by prevalence of high corruption levels. One of the dominant types of corruption within

African countries is in terms of bureaucratic corruption. Poor people often become victims of this type of corruption especially when they receive services provided by governments. Demand for bribery in exchange for government services subsequently makes the already disadvantaged people worse off. Thus, corruption is more likely to exacerbate existing poverty levels among marginalised African society. Justesen and Bjornskov (2014) further shows more educated people are less likely to be exploited by bureaucrats to give out bribes to attain public service as they consider such an act of corruption. Corruption in terms of bureaucrats contributes to the difficulty of attaining public service which ultimately impacts on the wellbeing of the people.

ii) Corruption and economic growth

Corruption also has a potential to erode the economy. Vorster (2012) indicates that the occurrence of bribery in the allocation of tenders has become a norm in developing countries including South Africa. 'Tenderpreneurs' is considered as a new expression referring to those who enrich themselves through 'illegal extra gain'. A public procurement system that is surrounded by corruption hardly delivers efficient and sustainable planned programmes mainly because important aspects such as quality and specifications are compromised (Mutangili, 2019). The changes intended to impact positively on the lives of the citizens are barely realised. Such a type of government that fails to deliver the services and goods to improve livelihoods of its citizens always portrays itself as incapable and is ranked as corrupt.

In addition, Egger and Winner (2005) and Levy (2007) specify that corruption can be in the form of illegal economic activities and black markets that promote trade and entrepreneurship even where regulations are strict. Therefore, corruption has a potential to promote economic growth. Nonetheless, if the malfunctioning of the institutions is addressed, the environment discourages corruption and becomes detrimental to economic growth (Mauro, 1995; Tanzi, 1997). Rock and Bonnett (2004) find the empirical evidence that small economies are the most likely to be affected negatively by corruption.

A more elaborative scenario of the cost of corruption to the economy is provided by Keulder (2021) stating that the losses associated with corruption in developing countries is estimated to be around $1.2 trillion per year. This amount would be large enough to sustain the lives of over 1.4 billion who live below the poverty line. Prevalence of this kind of situation makes it very difficult to realise the achievement of the sustainable development goals (Rubio and Andvig, 2019). It is an obvious case that it becomes difficult to achieve economic growth amid corruption. The worst-case scenario could

be where massive amounts of money are involved and misused instead of being diverted into developmental programs that could change lives of a larger proportion of the population. In the absence of economic growth, the challenge of curbing unemployment may not be realised. Moreover, the prevalence of corruption where large amounts are diverted to benefit just a small group of people thwart the expansion of broadening the opportunities with potential to attract more jobs. If corruption does not support production, it obviously turns into a burden that obstructs efficiency towards economic growth (Ades and Tella, 1996).

One other consequence of corruption is associated with misappropriation of public resources. Shleifer and Vishny, (1993) indicate that government officials in most poor countries have a potential to divert resources that are committed to address production gap of the goods and services needed in a country to infrastructure projects which bear more opportunities of corruption. The scarce resources are therefore committed to areas that do not bring fruitful investment opportunities (Shleifer and Vishny, 1993). Critical areas for investment including education, health and other are compromised. In this kind of environment where corruption opportunities are prioritised over economic growth, it becomes very difficult to expand job creation. A country without sustainable economic growth is hardly able to address the challenge of unemployment.

iii) Corruption and inequality

Corruption has a potential to widen income inequality through many channels which ultimately impacts on the wellbeing of the citizens. Gupta et al. (2002) shows that where there is high level of corruption, the tax base gets distorted therefore widening income inequality. With lower tax revenue, firstly, it becomes difficult for the government to provide public goods and services, secondly, it becomes very challenging for the disadvantaged to afford the essential services including education and health care. On a reverse side, non-affordability of the services leaves individuals with no other option but to use the little they have as bribes to access the services (Jong-Sung, and Khagram, 2005). Without a healthy and educated nation with quality skills, attainment of efficient productivity and economic development cannot be realised (Mkandawire, 2005). Absence of economic growth implies absence of employment expansion.

In a society with high inequality level, the disadvantaged are exposed to being exploited by those luring them with gifts, money, or favours in exchange for the votes (Jong-Sung and Khagram, 2005). Doing so, benefits the advantaged more than the poor society while widening the inequality gap. Corruption

and inequality tend to have a positive relationship, the former has a potential to broaden the latter vice versa [5]creating vicious circles of inequality and corruption (Uslander, 2008; Jong-Sung, and Khagram, 2005). Corruption has seemed to be unfavourable for investment climate, deterring economic development and exacerbating unemployment.

iv) Corruption and recruitment process

Corruption interferes with the recruitment process by denying potential candidates the opportunity to apply their skills towards the development of the economy and favours those without qualifications and essential skills because of the corrupt network with the authorities. Onchari (2019, p.310) mentions that "unemployment is not as dangerous as employment of unemployables". Prevalence of high levels of corruption have a potential to negatively impact any employment opportunities for youth and educated people possessing required skills regardless of their capability to meet the requirements for jobs. Corruption in terms of favouritism disadvantages the marginalized and favours those with close relationships with the people in power.

In addition, Bouzid (2016) attests to the positive relationship between corruption and unemployment. In an environment where the hiring process is not transparent, bribes are often paid to get hired. This narrows job opportunities among educated skilled workers and the youth. Lacko (2004) also stipulates that high unemployment is likely to prevail where there is high level of corruption. Bribery further delays the recruitment process in a case where the officials fail to get the demanded bribes in exchange for the vacant post (Bouzid, 2016). This implies that the filling of the posts with rightly qualifying candidates is deliberately suspended. The act on its own does not only delay narrowing of the unemployment gap but also interferes with the efficiency in the production process.

Moreover, the recruitment process gets manipulated by the recruitment officials and turned into a haven of bribery collection in exchange for jobs. When the employment opportunities are scarce and the rules and regulations governing the labour market are tight, the officials use such to their advantage of demanding higher bribes (Bouzid, 2016). The act leads to wrongful employment of unskilled and mismatching candidates to the available posts. The wrongful placement of the candidates, especially in critical posts would not bring significant contribution into the economy nor job opportunities.

[5] *Vice versa* - with the main items in the preceding statement the other way round.

2.2.2.5 Public perception towards corruption

The views of the citizens on corruption remain important in examining how the public sector is perceived. Pring (2015) stipulates that most people in Africa have the view that corruption continues to rise and that their government is not doing enough effort towards the fight against corruption. Furthermore, the African continent is mainly characterised by many citizens who feel that the performance of the government on anti-corruption is very weak. Bribery remains one of the dominant types of corruption in the public service. For instance, Liberia records that seven out of ten people become victims of bribery. While the citizens feel that their contribution against acts of corruption may be limited, most of them are reluctant to report their engagement in bribery. Corruption is considered to hinder development and economic growth and thus weakens trust of the people in government specifically on accountability on public funds (Pring, 2015).

In his recent study, Keulder (2021) highlights that the results obtained from round 8 Afrobarometer surveys for the period between 2019 and 2020 continue to reflect that most citizens in African countries find their government failing to do enough when it comes to the fight against corruption. These citizens believe that the level of corruption continues to hike within their respective countries with exception of countries like Botswana and Nigeria (Keulder, 2021; Ojewale and Nyamekye, 2018) where the government is perceived to be doing well by the citizens in combating corruption. Furthermore, most of the citizens in African countries are reluctant to report cases of corruption as they fear the risk of unpleasant consequences should they be identified by the authorities (Ojewale and Nyamekye, 2018; Keulder, 2021). The participation of the citizens in the fight against corruption is therefore compromised. This leaves room for further occurrence of corruption activities without being reported and getting any resistance from the public.

2.2.2.6 Conclusion: Review on corruption

Corruption comes in all different types where eventually many marginalised citizens are disadvantaged over the privileged that constitute a smaller portion of the population. Corruption increases the cost of living for those who cannot afford it, in terms of bribes and alike, and contributes to increased missed opportunities for better living. People with adequate skills and qualifications capable to effectively participate into productive economy are deprived such opportunity due nepotism. Corruption negatively affects many macroeconomic variables that can boost the economy with potential to expand job opportunities. This makes corruption one detrimental factor to the realization

of expanded employment opportunities. South Africa has a very bad record on corruption perception index ranging between 41 and 44 over the last ten years. Many South Africans perceive the Government to be performing very bad in handling the fight against corruption.

2.2.3 The nexus between corruption and unemployment

It becomes clearer as emphasised in the literature that there is a connection between corruption and unemployment. The argument is more directed to the positive relationship between corruption and unemployment albeit the debatable theory that advocates for the negative relationship between the two. In one way or the other, there is a link between corruption and unemployment to be thoroughly investigated, which is this paper is focused at.

To start with, corruption has a potential to influence macroeconomic variables such as foreign direct investment, public expenditure, etc, that affect economic growth which ultimately worsen the prevalence of unemployment. Therefore, in reference to Okun's (1962, as cited by many authors including Altig, Fitzgerald and Rupert, 1997; Noor, Nor and Ghani, 2007; Makaringe and Khobai, 2018), it is evident that the level of unemployment worsens as the growth of the economy shrinks. Hence the negative effects on economic growth emanating from corruption ultimately impact on unemployment. Without any order, the effects of corruption on unemployment are narrated as follows.

One of the channels picked earlier in the discussion is through which corruption can affect the level of unemployment is through public expenditure. The emphasis made by Adjor and Kebalo (2018) is that collected public revenues are likely to be spent on inappropriate sectors that lack potential to increase creation of jobs. Public policies that operate amidst a corrupt environment, more than often, are prone to undermine appropriate allocation of revenues accumulated and even be considered ineffective. Along the same line of debate, Tanzi and Davoodi (1998) further argue that misallocation of public revenues towards inappropriate public expenditure, in return reduces the expected revenue collection. This happens because ultimately the sectors allocated resources with corruption involved are unable to re-generate efficient production hence incapable to raise sufficient revenues. This whole circle of related incidents indirectly points to the influence of corruption towards worsening the level of unemployment. Clarifying this further, ability to generate sufficient revenue creates an enabling environment with a potential to promote growth. Low revenue receipts minimise opportunities that come with employment creation such as re-investing the revenue into infrastructure and alike.

Secondly, yet another indirect effect of corruption on unemployment emanates from the effect that public investment imposes on economic growth. Changes in the economy determines the level of unemployment such that when the economy is in a jubilant mood, the level of unemployment are reduced while the economy in a recession is accompanied by stagnant employment rates and further job losses. Dissou and Yakautsava (2012) show that corruption poses a risk of uncertainty within the economy therefore creating non-conducive environment for foreign direct investment which can fuel the economy. Eventually, a penalty for irrelevant insignificant public investment is a low level of productivity within the economy (Ajie and Wokekoro, 2012) which negatively bears extensive costs on economic growth and ultimately job opportunities. The economies in which quality public investment yields are compromised due to the influence brought by corruption end up with non-performing or even declining economic growth, increasing levels of unemployment and poverty. Haque and Kneller (2008) verify that the returns to public investment usually drop if there was a motivation of corruption in the picture. Furthermore, such public investments are most likely not to achieve the intended objective of improving economic growth as to address social challenges like high unemployment levels and poverty.

Furthermore, corruption has a potential to also exacerbate the level of unemployment through discouraged foreign direct investment (Wei, 2000) emanating from different barriers associated with international investment. The economies with high levels of foreign direct investments have the potential to experience significant levels of economic growth. The high level of productivity resulting from high volumes of foreign direct investment induces job expansion within the economies (Asiedu and Freeman, 2009). However, Wei (1997) articulates that the presence of unacceptable levels of corruption in a country inevitably leads to an unfavourable and non-attractive environment for foreign direct investment. Consequently the level of foreign direct investment is likely to drop drastically where corruption looms. This implies that the merits brought by foreign direct investment such as of realising improved economic growth which is most likely to further new job opportunities are forgone at the expense of increased level of unemployment.

Another aspect by which corruption impacts on unemployment is through the effects associated with inequality. Helpman, Itskhoki and Redding (2008) indicate that high level of income inequality increases the levels of unemployment. Jong-Sung and Khagram (2005) expand the argument further by also showing income inequality caused by corruption has a potential to increase further the prevailing levels of corruption which in turn continues to exacerbate the already prevailing inequality.

This generates the vicious circles of inequality-corruption (Uslaner, 2008) which in turn impose a negative effect on economic growth. Escalating level of inequality causes an increasing level of corruption and consequently discourages investment resulting in a drop in economic growth (Jong-Sung and Khagram, 2005). Therefore, the economy that fails to attract investment enough to sustain growth in the economy becomes incapable to expand job opportunities and even likely to experience further job losses worsening the existing levels of unemployment (Helpman et al., 2008).

Moreover, the level of trust amongst the public has a potential to influence how corruption ultimately affects the level of unemployment. Li and Wu (2007) argue that incidents where corruption fuels the economy occur in countries consisting of the public with high levels of trust amongst themselves. Reference is made to China as one example of the countries that are rated highly corrupt and concurrently developing very fast with an annual growth rate of 10% for over two decades. These trends exist irrespective of the fact that the people of China perceive the country as highly corrupt. Li and Wu (2007) stipulate that to some extent, in a society where there is high trust amongst the public, bribery corruption is usually efficiency-enhancing within the economy. Business transactions carried out amidst corruption are dependent only on trust between the involved parties since the processes are illegal. Therefore, firm trust has a potential to promote multiple huge business transactions enough to boost the economy resulting into job expansion. However, the opposite holds if the level of public trust among the society is low, corruption is likely to erode the economic growth which is unfavourable to job creation.

The interrogation made on the perceptions of the public on handling of corruption and job creation by the Government provides an insight on how the public feel as ultimate consumers of the public goods and services. The general attitude of the public is that the Government is doing very badly in addressing the high unemployment problem as well as the curbing prevalence of high corruption facing the country. The perceptions are almost common across the young and elders, educated and non-educated and not sensitive to geographical location. However, some results indicate that some categories like youth, people from rural areas, educated people are ranking unemployment high on top in the list of the problems in the country as well as perceiving the Government to be doing less is addressing these challenges.

2.3 Case of South Africa

South Africa went through the democratic transition since 1994 with different leadership within the administration of ANC to date. It was during this time that the Government of South Africa resumed with the implementation of the new policies and frameworks targeted at addressing the inherited socio-economic problems coming from the administration of the pre-democratic elections (Mosala et al., 2017). The post democratic elections period has been characterised by high levels of inequality, and unemployment (Hodge, 2009) and corruption has been hiking and perceived to be worsening by most citizens in South Africa (Gordon et al., 2012). Moreover, investigations on the causes of unemployment picks corruption as one of the critical factors responsible for the high levels of unemployment in South Africa (Levinsohn, 2008; Gordon et al., 2012; Bouzid, 2016). This study ideally concentrated on the periods, round five and round eight of the Afrobarometer surveys which are aligned to the tenure of Zuma and Ramaphosa, which are characterised by corruption scandals for the former presidency and anti-corruption initiatives for the latter presidency.

Arun (2020) postulates that headlines on corruption in South Africa started gaining popularity under the presidency of Jacob Zuma. This situation was mainly triggered by the involvement of President Zuma in the scandals related to the inappropriate and unethical conduct in the arms deal procurement as well as the misuse of funds in the upgrading of his home in Nkandla (Lekalake and Nkomo, 2016). Furthermore, Zuma faced the corruption allegations relating to the state capture by the Guptas (Arun, 2020) while prior to assuming his first term as the President of South Africa, there were already pending series of charges, on rape and 786 counts of fraud (Madonsela, 2019). Patel and Govindasamy (2021) narrate that these misconducts and improper state contract awarding is considered as a pure misuse of power that enables certain institutions or people to, individually or collectively, manipulate national policies and regulations driving the economy towards their own benefit. Furthermore, the corruption related allegations against Zuma relate to the case of the state capture by the Guptas (Arun, 2020). Lekalake and Nkomo (2016) stipulates that all these series of events left the citizens with negative perceptions regarding corruption level in the country, especially relating to the failure of accountability by the State. Nkomo (2017) indicates that citizens' confidence and satisfaction regarding the performance of the president was affected drastically. Public opinion reflected more dissatisfaction with the ability of the Government on service delivery under the administration of Zuma.

During the tenure of the administration of Zuma, the indicators on public trust were extremely negative (Nkomo, 2017) as the citizens started to lose hope pertaining to the credibility of the state. The ruling party, ANC, experienced some divisions which even led to loss of control in critical areas in the local government election held in August 2016 subsequent to the state capture allegations associated with Zuma (February, 2019). Additionally, during 2016, corruption overwhelmed the country to an extent that it started realising some reduction in the price of the commodities and exports accompanied by a drop of 1.2% in GDP (Madonsela, 2019). Moreover, during the same year, the level of unemployment in the country escalated to 26.7% while the public turned to perceive those in political leadership to be interested in self-enrichment (Martins and Solomon, 2016). Tolerance of Corruption is not permissible because it is harmful to the society and the economy at large as stated by Frisch (1994, as cited in Pillay, 2004: p.1) that "corruption kills the development spirit – nothing is as destructive to a society as the rush to quick and easy money which makes fools of those who can work honestly and constructively". The ultimate consequence of the sequence of corruption scandals faced by Zuma was an inevitable resignation from the office of the presidency in 2018. The resignation followed the strong evidence of corruption and the pressure from the opponents of Zuma (Bracking, 2018).

The developments observed during the tenure of Zuma, especially considering the high levels of unemployment and corruption, called for the intervention at different levels based on constitutional values brought along with democracy. The interventions focused on addressing the threat imposed by the high corruption levels on the development of the economy and status of governance (Pillay, 2004) as to regain trust of the public in the credibility of the government which had deteriorated (Heymans and Lipietz, 1999). Moosa (2019) shows that during the year 2018, President Ramaphosa declared mitigation measures against corruption in the State of the Nation Address. The initiatives were meant to address the widespread perceptions on corruption which augmented during the leadership of his predecessor, Jacob Zuma. Among these measures, the judicial commission of enquiry has been established to investigate cases of corruption, specifically the one relating to the state capture. The Zondo commission was established with the intention to assist the law to take its course, for those implicated in corruption cases to be prosecuted and imprisoned (February, 2019). Moreover, it cannot be ignored that the resistance against justice to play its role continued to be high, especially in the cases involving people of high profile including the politicians themselves.

Additionally, Patel and Govindasamy (2021) emphasise that the findings from the Afrobarometer survey for 2021 manifests that the citizens in South Africa continue to find corruption worsening and hitting the country very hard, undermining the efforts put in place to minimise its occurrence. For instance, groups including senior officials and public servants are perceived to continue to engage in corrupt activities. Additionally, the citizens have shown the view that the government has not yet met their desires towards elimination of corruption irrespective of the initiatives by President Ramaphosa which were targeted to clear up the allegations about Zuma on the state-capture case (Patel and Govindasamy, 2021). Corruption continued to take place in the country even during the health crisis of COVID-19 pandemic. There were reported scandal cases on COVID-19 tender awards where appropriate procedures were not followed which led to the resignation of the Minister of Health, Zweli Mkhize (Tandwa, 2021). Therefore, the journey on the fight against corruption to achieve economic growth and stabilised high levels of unemployment in the country has a long way to go. The harm on the economy and the public loss of trust in the Government, caused by corruption, has put South Africa in a position where it is faced with "a further decline into spoils politics or a return to an improved constitutional democracy" with the latter possible only in the long run (Bracking, 2018: p.169).

2.4 Empirical literature

2.4.1 Evidence based on Scientific methods

In testing the association between corruption and unemployment, Qatar and Muhammad (2013) adopt a Chi-square Test of association with a sample size of 359 households. Their study investigates means in which corruption is involved in unemployment. They analyse the extent to which corruption plays role in the employment process. They treat corruption as an independent variable and unemployment as dependent variable. The results showed high significant levels of association between the two variables. Specifically, unemployment is significantly associated with payment of bribe (P=0.000), favouritism (P=0.000), eye washing techniques (P=0.000), cronyism (P=0.05), nepotism (P=0.000) and rule of selection for a job (P=0.047) with the P-values in brackets. Most of the recruitment processes are subject to bribery, favouritism in terms of prioritising family members, and political influence. As such, unemployment remains a bigger challenge for those expecting to be hired based on their merits.

While unemployment is recorded as persistently high in the country, various investigations have been done to establish its causes and its relationship with corruption. There is a direct association between

the two variables and there is also indirect effect of corruption on employment, channelled through economic growth, investment, and other macroeconomic variables. Onchari (2019) has studied the relationship between corruption and unemployment in Kenya using a time series analysis. The study adopted a correlation research design and made use of secondary data which covered the period for the years 2000 to 2017. Furthermore, the study employed a descriptive analysis as well as a Vector Error Correlation Method (VECM) in the analysis to establish the effect of corruption on employment on Kenya. The results reveal that an increase in corruption results in an increase in unemployment at least in the long run. Onchari (2019) mentions that the correlation between unemployment and corruption does not exist in the short run but holds only in the long run. It is believed that where there are persistent high levels of corruption, unemployed people eventually get discouraged to search for jobs, and rather choose to stay unemployed regardless of their qualifications. Alternatively, such qualified people opt for corrupt acts to secure jobs.

Furthermore, Justesen and Bjørnskov (2014) consider a test for the hypothesis that links poverty to bureaucratic corruption in terms of bribery to government officials. The study makes use of round three Afrobarometer surveys. Moreover, a multilevel regression comprising ordinary least squares (OLS), negative binomial regression (NBREG) and logit (LOGIT) are run over 18 countries. The findings show that bureaucratic corruption and poverty are positively related. Corruption is used as the dependent variable, measured using people's experience in paying bribes to bureaucrats for public services. The explanatory variable is poverty measured using the frequency that households go without basic needs. Furthermore, the control variables included focus on number of times individuals contacted a member of parliament, government official, politicians and local government councillor as well as information on a religious group, trade union membership, professional membership, and community development organisation membership. Other control variables included the demographic variables on gender, age, geographic location, employment status, and educational qualification. It is manifested that poor people, mostly with scarce income flow, are mostly likely to be exposed to pay bribes to government officials to acquire public services. This marks how corruption also worsens livelihoods of those unemployed and already living below the poverty line. Moreover, among the control variables considered, the results reveal that people in urban areas are more likely to pay bribes than those in rural places to attain public service (Justesen and Bjørnskov 2014). Furthermore, males and youth turn out to be prone to pay bribes more than females and the elders. However, employment status and education have no significant effect on bureaucratic corruption.

While corruption remains to have effect on unemployment, it can further be emphasised that it affects unemployment through other macroeconomic variables such as measures of economic growth e.g., GDP, and investment. Ahmad, Ullah, and Arfeen (2012) study the relationship between the level of corruption and economic growth. They used a generalized method of moments (GMM) in the analysis consisting of the panel data of the different variables (inclusive of the corruption index) from the developed and developing countries. The results obtained indicate that at a minimal level of corruption, economic growth improves while at high level of corruption, economic growth shrinks. This behaviour manifests that in an environment where prevalence of corruption is high, economic growth is likely to be rigid while the opposite holds when incidences of corruption level are low (Ahmad et al., 2012). Failure to achieve significant economic growth amid high levels of corruption paralyses the efficiency of the economy to create more opportunities for new jobs. Thus, static growth of the economy results in missed opportunities to expand job creation to address high levels of unemployment.

Additionally, Campos, Dimova, and Saleh (2015) use a meta-regression analysis technique to evaluate the empirical results obtained from other studies that investigated the effect of corruption on growth. The sample size for this study consists of empirical results from 41 previous studies with 460 coefficients resulting from the regression of corruption and economic growth. The regression output gives a mixed effect of corruption on economic growth. Campos et al. (2015) articulates that the effect of corruption on economic growth seems to be both positive and negative. On one hand, most studies that advocate for the negative effect pay much attention to economic opportunities that are missed where prevalence of corruption is high. For instance, investment gets forfeited where corruption is high. On the other hand, Campos et al. (2015) maintain that studies that find a positive effect of corruption on economic growth symbolise weak institutions. For example, where trade takes place in the black market in avoiding the regulatory system, it may seem to contribute to economic growth and expanding entrepreneurship while it reflects malfunctioning regulatory institutional set-up.

The relationship that corruption has with growth and investment ultimately determines the levels of unemployment. Mauro (1995) has used the OLS regression model in the analysis to establish the relationship between corruption and various macroeconomic variables, but most particularly with investment and growth. The bureaucratic efficiency index is used as a proxy for corruption and is derived from looking at the intensity of red tape entailed by bureaucracy, integrity of the legal system in place and the degree of corrupt transactions involved in doing business. The obtained results for

hypothesis tests are not in favour of the null hypothesis of no association between investment and corruption as well as on the null hypothesis of no association between growth and corruption. When running the regression analysis on corruption and the explanatory variables, it was found that the most macroeconomic variables are affected negatively by corruption. For instance, Mauro (1995) indicates that investment gets lower where prevalence of corruption is high, having controlled for other variables including political stability which may affect investment decisions. Lower investment level normally leads to a decline in the growth of the economy. Likewise, the rate of economic growth is negatively affected by prevalence of high corruption levels hence creating an environment which makes it difficult to lower unemployment levels. The study further attests to a one direction causality which depicts that corruption influences economic growth. As indicated, low investment lowers growth making it difficult to achieve expanded job opportunities.

Furthermore, Rock and Bonnett (2004) diverge the approach of corruption from the perspective of institutional quality and bureaucratic incapability but rather concentrate on the effect of corruption based on utilisation of public office towards personal gain. The study was carried out to test the relationship between corruption, investment, and growth. To run this test, a cross country regression analysis was considered with focus on small and large economies, and several regressions were made to test this relationship. The observation manifested that high corruption reduces investment and subsequently growth, mostly in developing countries with small economies relatively to large economies. Additionally, the results also reveal that, in East Asian countries characterised by industrialised economies, high corruption goes in parallel with high growth referred to (Rock and Bonnett, 2004: p.1) as Asian paradox. The East Asian paradox is explained by the stability within governments whose relationship with the huge firms is very strong.

While investment, especially from foreign firms, is more likely to influence growth, similarly, public investment has a major impact on economic growth. However, the level of corruption is a determining factor for the effect of investment on economic growth. Lim (2018) investigates the behaviour of the public sector corruption variable, endogenous unemployment variable, and heterogeneous labour variable using an endogenous growth model. The study utilizes numerical policy experiments with a focus on the African countries which are usually characterized with high levels of corruption in the public sector and structural unemployment. The results reflect that investing in public infrastructure on its own does not have any positive effect on economic growth in the presence of high corruption. The effectiveness of public sector reform policy towards promotion of growth can only be realised if

led by anti-corruption and social policies aimed at bringing structural change Lim (2018). In other words, public investment amid high corruption levels compromises the quantity and quality of such investments leading to non-realisation of the intended role of promoting job creation. Thus, corruption thwart effective and efficient initiatives aimed expanding employment opportunities.

2.4.2 Evidence based on public perception

The level of favouritism in the recruitment process is identified as one type of corruption associated with high unemployment amongst well qualified individuals. Ali, Afzal, and Israr (2014) investigate how educated youth perceive the association between family institutions and unemployment. Their analysis investigates the perceived role of the families in securing employment opportunities to their members. The results obtained using a Chi-square test reveals highly significant association between the perceived role of the families in securing job opportunities through nepotism and bribery and perception of high unemployment among well-qualified individuals. Educated youth is of the view that well-qualified individuals remain unemployed as the privileged families engage in nepotism and bribery to acquire well-paying jobs for their members. In doing, the number of individuals with necessary skills and qualifications keep inclining.

Furthermore, recent analysis on corruption has shifted from focusing on macro-level and directed the focus more towards the micro-foundation level. This approach concentrates on the attitudes of the citizens on corruption and other socio-economic factors affecting their day-to-day life. Bouzid (2016) studies how youth unemployment is exacerbated by corruption. The GMM is adopted in the study while controlling for other macroeconomic and institutional factors. The panel data on the perception of corruption by the public is sourced from the survey conducted in 92 countries. The results reveal that when corruption practices take place, the level of youth unemployment tends to increase as well as the level of educated unemployed labour force. This is explained by the fact that government officials manipulate the recruitment process through unethical practices including bribery as an incentive to secure jobs. Bouzid (2016) elaborates that this in turn leads to employment of unemployables while increasing unemployment among the youth as well as amongst those with sufficient education and necessary skills. Ultimately, this negatively impacts the productivity of the economy as the labour force would be composed of inefficient unproductive people. As a result, the economy is hindered from expanding and subsequently having more job opportunities.

It remains critical to make a provision for the voice of the voiceless to be heard. Dwivedi (1967) analyses the public perception on bureaucratic corruption in India. A descriptive analysis is adopted to analyse the responses from a sample size of 1999 obtained from a survey conducted by the Indian Institute of Public Opinion. The respondents are categorised according to location and educational background. The analysis indicates that the public from the rural areas and those with no formal education are of the view that the civil servants and the entire public service administration are corrupt. The public finds that the easier way to obtain any service or even to get employment is through engaging in acts of corruption, hence nepotism plays a huge role.

Moreover, Mattes et al. (2003) adopt a comparative analysis to assess the perception of the citizens of South Africa towards corruption in the country using the data from round two of the Afrobarometer survey that was conducted between the years 2002 and 2003. The survey comprised 2400 respondents selected across the country using a stratified random sampling. The analysis indicates that most of the South African society are still of the perception that corruption is still high in the country. However, a larger portion is of the perception that the number of government officials involved in corruption has dropped in 2002. Moreover, the public feel that there has not been much work done to bring growth in the economy as to achieve expanded job creation.

Similarly, Gordon et al., (2012) uses the data from the 2011 South African Social Attitudes Survey (SASAS) to analyse the attitude of the people in South Africa towards corruption. The survey comprised 3057 respondents of age 16 and above. The analysis reveals that the public believe that the national government and parliament are not implementing strict measures to cube corruption. They find that the citizens perceive corruption as an obstacle to development and continues to escalate in the country. Perceived high levels of corruption turn to undermine the initiatives made by the government of South Africa such as the legislative framework review and establishment of the task forces targeted towards strengthening anticorruption strategy. Low development caused by corruption makes realisation of job creation to become vague.

Pring (2015) analyses the results of the survey carried out in African countries to determine the perceptions of the people on corruption. Some of the key findings show that poor people compared to the rich become victims of bribery to attain services. Many of those who paid bribes are reluctant to report the incidents while those who refuse to pay bribery feel that the effect is too minimal and not making any impact in contributing against the fight on corruption.

2.5 Conclusion: Drawing up from the literature review and empirical evidence

The discussion and debates in the literature review as well as the evidence from the empirical literature provides convincing association between high corruption levels and unemployment. The high levels of corruption are found to influence and exacerbate the level of unemployment. Moreover, while the literature review suggests a possible link, dominated by the positive relationship between corruption and unemployment, the conducted investigations in the empirical work presented manifests the presence of a negative relationship between corruption and other macroeconomic variables including economic growth, private investment etc., which ultimately worsens unemployment levels. Variables like investment, if discouraged by high corruption, reduces economic growth, and ultimately worsens the levels of unemployment. While corruption is evidenced as one ignored but crucial cause of high persistent unemployment, it is perceived that the Government is not putting satisfactory effort to address it. Such view is also mutual towards the efforts by the Government to reduce unemployment. Based on the established possible link on the perceived high corruption levels and ability of the government to create jobs, the study attended to answer the empirical puzzle that many South Africans perceive the Government to be doing very badly in fighting corruption and job creation.

Resulting from the theoretical review, the Hypothesis for the study is developed as follows:

H0: there is no association between perceived high corruption levels and ability of the government to create jobs

H1: there is a significant association between perceived high corruption levels and ability of the government to create jobs

Additionally, the key variables are defined as perceived ability of the government to create jobs and perceived corruption levels. The socio-economic and demographic variables, age, gender, geographic location, educational qualification, and employment status are incorporated in the tests for control and through analysis to obtain well informed results. It is evidenced in the above work that educated young citizens are affected by high unemployment resulting from corruption. While females are said to be affected by structural unemployment more than males, the chances of getting re-employed are claimed to be very slim. A descriptive analysis and comparative analysis are evidenced to be preferred methods in analysing categorical data while other studies opted for cross country analysis, the panel data analysis, *per se*. In this study we adopted comparative and descriptive data analysis. The chi-square test for independence is introduced to interrogate the association between the perceived high

corruption levels and ability of the government to create jobs. The chi-square test for independence is a preferred method when analysing the categorical data (Franke, Ho, and Christie, 2012), as in our case. Different authors have also made the use of chi-square for independence to investigate the association between corruption and unemployment (Qatar and Muhammad, 2013) and between perceived role of the families in securing job opportunities through nepotism and bribery and perception of high unemployment (Ali, Afzal, and Israr, 2014). This sets as a foundation for the methodology to used in this study.

CHAPTER THREE

RESEARCH METHODOLOGY AND DATA COLLECTION

3.1 Introduction

This chapter discusses the research paradigm; the research approach; research design; the data and data sources; the sampling for the study; the secondary data that is collected from the Afrobarometer database. Each step for the data analysis process is discussed in detail. The limitations to the study, the feasibility of the study and the declaration on the positionality of the researcher are well articulated. The chapter further unpacks the concerns regarding the ethics surrounding the study. Lastly, the emphasis is made on data validity, reliability, and dependability.

3.2 Research paradigm

The positivism/post-positivism paradigm reveals that the only way to know the truth and objective reality is through the scientific method (Chilisa and Kawulich, 2012). The methodology underlying each paradigm comprises mainly the quantitative, correlational, comparative approaches. The study is undertaken in the imperfect world where post-positivism assumptions about ontology, epistemology and axiology basically hold. Furthermore, the study is aiming to test the research hypothesis that the perceptions on corruption levels are associated with on perceptions towards prevalence of high unemployment in South Africa. Therefore, the research methodology followed in the study becomes objective as it follows the scientific evidence-based results.

3.3 Research approach

Simister and James (2020) mention that there are basically two research methods, the quantitative and the qualitative methods resulting in quantitative and qualitative data. The two methods can be combined in analysing the data where the quantitative data is expressed as tables, charts or graphs and qualitative data analysis features through interpreting, explaining, or discussing the presented quantitative data.

To address the research question for this study, a quantitative data analysis method was adopted. The quantitative approach included the use of statistical data methods of analysis. A quantitative method of analysis varies from averages, correlations, to regression analysis (Simister and James, 2020). The study incorporated categorical data which is presented in ordinal values for ease of analysis through

the quantitative approach. Since the study addresses the question of the evidence-based correlation between categorical variables, the quantitative data analysis remains the relevant approach.

3.4 Research design

The study adopts a descriptive data analysis and correlational research design to examine the link between perceptions on corruption and unemployment (Onchari, 2019). However, a descriptive data analysis comprising a simple comparison on the patterns of the perceptions of the citizens[6] observed in the surveys fails to provide statistically based evidence of the relationship that may exist between the variables. Furthering the analysis by using statistical data methods makes a provision for evidence-based association between the variables.

Furthermore, the research makes use of a comparative analysis to observe the behavioural changes in the responses of the citizens from the different Afrobarometer surveys as adopted by Mattes et al. (2003). This provides a foundation for the changing patterns on the perceptions of the citizens towards corruption and the ability of the government to create jobs.

3.5 Data and data sources

The study uses the secondary data extracted from the Afrobarometer website: www.afrobarometer.org through a digital data collection method. The description obtainable from the Afrobarometer website (https://www.afrobarometer.org/about/) defines Afrobarometer as a pan-African regional coordination research network comprising of the Ghana Centre for Democratic Development (CDD-Ghana), the Institute for Justice and Reconciliation (IJR) in South Africa, and the Institute for Development Studies (IDS) at the University of Nairobi in Kenya with technical support from Michigan State University (MSU) and the University of Cape Town (UCT). The main role is to carry out public attitude surveys on governance, democracy, society, and economic situations among other areas of interest. The surveys take place in over 30 African countries. The face-to-face interviews are conducted from a random stratified nationally representative sample of between 1200 and 2,400 respondents across the entire country, therefore coverage for all provinces is observed. This sample size normally results in the estimates that are accurate to a margin of error of +/- 2% at a 95% confidence level (Afrobarometer Network, 2019).

[6] The term citizens in the analysis refers to the respondents, hence the two words used interchangeably.

The Afrobarometer database makes available a range of surveys starting with round one conducted in 1999-2000 up to round eight for the years 2019-2021. Therefore, round one to round eight data was used to observe the trend and behavioural change in the responses of the citizens over the duration of over two decades characterised by various incidents. Furthermore, the key data for analysis on this study, round five and round eight for the years 2011-2013 and 2019-2021 respectively, was also downloaded from the Afrobarometer database. The variables for use in the study are identified with the aid of the codebooks for both round five and round eight available from the Afrobarometer website. The codebook assists in identifying and merging the survey question with the appropriate variable through a reference to the relevant variable code in the Afrobarometer dataset. Table one provides the information on the detailed codebook designed mainly for the purpose of this study.

The variables are based on the different perceptions of the citizens of South Africa, firstly, the perceptions on how the Government is handling fighting corruption; secondly, the perceptions on the ability of the government in handling job creation. The question asked, Q65K for round five and Q50J for round eight, relating to handling corruption was stated as *"How well or badly would you say the current government is handling the following matters, or haven't you heard enough to say: Fighting corruption in government?"*. The question relating to handling job creation, Q65C for round five and Q50C for round eight, was stated as *"How well or badly would you say the current government is handling the following matters, or haven't you heard enough to say: Creating jobs?"*. The responses for the both questions on corruption and job creation are based on a four-point scale given as: very badly =1, Fairly-badly =2, fairly well =3, very well = 4. Some studies (for example, Justesen and Bjornskov, 2014) to establish the relationship between perceptions on poverty and corruption, found the existence of a positive correlation. Furthermore, there seemed to be a positive relationship between perceptions on bureaucratic corruption and unemployment in a study done by Dwivedi (1967) in India.

Moreover, the other variables for analysis in this study together with the corresponding questions as indicated in the codebooks are as follows: gender of the respondents, from question Q101 for both round five and round eight; age of the respondents, from question Q1 for both round five and round eight; education of the respondents, from question Q97 for both rounds; location of the respondents, from question of whether one comes from rural and urban area (QURBRUR) for both rounds; employment status of the respondents, Q96 for round five and Q95a for round eight. Studies have shown that urban citizens are prone to paying bribes (Justesen and Bjornskov 2014) while younger educated people from urban areas are likely to rank unemployment as a major problem (Makanga and

Msafiri, 2020). Justesen and Bjornskov (2014) further identified young males to be prone to bureaucratic corruption which is not the case with the two variables, specifically employment status and education of the respondents. The identified variables for analysis were extracted from the entire data set to make it easier for analysis. Table 1 provides the different scales applied on the categorical data as to be presented in numerical order, i.e., gender: male = 1, female = 2; geographic location: urban = 1, rural = 2; education: no education = 0, highest education = 9; employment status: not working = 0, working full time = 4; age: 16-25 = 1, 26-35 = 2, 36-45 = 3, 46-55=4, 56 and above=5. Table 1 provides full details on the variables and the categories for round five and round eight.

3.6 Research tools and their applications

The digital data collection method is used as the main tool to obtain the secondary data from the Afrobarometer database for analysis in the study. This entailed extracting all necessary and readily available information namely the variables on the perceptions on how the government of South Africa is handling job creation and handling fighting corruption. The other variables from the responses in the Afrobarometer survey relate to gender, location, age, education level and employment status. The SPSS is used together with the Micro excel to capture the data for statistical analysis to determine the correlation between these variables.

3.7 Sampling

The study purposely uses the data from round five and round eight of the Afrobarometer surveys. The sample size is set at 1501 entries after data cleaning for both rounds for the purpose of an even comparability. The sampling choice is on the basis that the former falls within the period where corruption in South Africa was reported to be at its peak. Lekalake (2015) postulates that the period under the presidency of Jacob Zuma was characterised by serious cases of corruption prevalence. The public perceived the Government highly corrupt and poorly performing during the period. The corruption index increased in South Africa since 2011 (Roodt, 2020) bringing more dissatisfaction to the public on the ability of the Government to deliver (Lekalake, 2015). However, the corruption preventive measures including the Zondo Commission which has led many public officials to go before the law gradually restored trust of the public about the Government in handling corruption as the corruption perception score improved since 2019 as provided by the Transparency International (2021). Therefore, the Afrobarometer round five of 2011/2013 and round eight of 2019/2021 surveys remain relevant to the study to make a sound provision for comparability between the two eras. The

former covers the period when corruption in South Africa was looming while the latter coincides with the period when unemployment rate was at its peak while strong measures were also taken to address corruption. Therefore, a realistic assessment of the correlation between the variables on perceptions of the public on corruption and the ability of the government in creating jobs is evidently drawn.

3.8 Process of analysis

The categorical data obtained from the respondents drawn from the Afrobarometer survey is saved in the Microsoft excel (XLXM) and the SPSS software for ease of use. These two make the statistical packages considered for analysis in the study. The obtained codebook from the Afrobarometer website is used as a reference to easily identify and extract the relevant variables provided as perceived corruption, perceived ability of the government to create jobs, gender, location, educational level, employment status, and age. The first two variables are indicatively representing the dependent variable and independent variables whereas others are the control variables. Since these are non-numeric variables, but categorical variables, they are arranged in numerical order as indicated in table 1. The purpose is to present the categorical responses obtained from the Afrobarometer database as ordinal numbers to simplify the analysis. The data is further cleaned up by deleting the entrances with the missing values which leaves 1501 observations sufficient for analysis and comparability.

The main variables, corruption and unemployment are analysed to observe the trends over the eight surveys taken by the Afrobarometer network i.e., round one during 1999-2000 and round eight for the years 2019-2021. This unveils the behavioural change over time between the perceptions on corruption and unemployment. This also reveals how the perceptions have been developing during different eras.

Furthermore, a comparative (Mattes et al., 2003) analysis is used to address part of the research questions. This is accomplished by undertaking the exploratory and descriptive analysis of the perception on the ability of the government to create jobs, and perceived corruption. The measure of central tendency and measure of dispersion are carried out on the two variables. Moreover, variables on education, location, age, employment status and gender are analysed thoroughly to observe how they relate, specifically, to unemployment. A descriptive analysis is a preferable method used to analyse the relationship between corruption and unemployment (Onchari, 2019), perception on bureaucratic corruption in conjunction with demographic variables including education, location (Dwivedi, 1967).

The analysis proceeds by incorporating scientific evidence of establishing a presence of significant association between corruption and unemployment with the proxies presented as perceptions on corruption and ability of the government to create jobs. This is achieved by performing a chi-square test between the two variables. A Chi-square test is the appropriate test in conducting a quantitative analysis in cases where the variables are categorical. The chi-square test invented by Pearson which specifically focuses on examining the existence of independence over two categorical variables, apart from testing for homogeneity and goodness-of-fit, (Franke, Ho, and Christie, 2012) qualifies as a suitable scientific test for the study. Similar analysis has been adopted by Ali, Afzal, and Israr, (2014).

3.9 Limitations, feasibility, and positionality

The categorical data obtained from the Afrobarometer database is presented into ordinal numeric variables, as a result the likelihood of low variation and reduced frequency during data clean up may occur. However, the sample size considered in the Afrobarometer surveys of 1200 to 2400 participants country wide is large enough for the results to be generalized to the entire citizens of the voting age group with an error of 2.8% at a 95% confidence level (Afrobarometer Network, 2019). This large sample size also addresses the challenge of low variation in the variables. The Afrobarometer dashboard is easier to explore when gathering the data which eliminates the challenge associated with the difficulty of accessing data from some complex digital database sources.

The data set for round five and round eight including the codebooks is easily accessible from the Afrobarometer website which makes it possible to carry out the research with ease. The research carried out using the secondary data is cost effective and time efficient (Bryman, 2012).

The positionality of the researcher is less likely to influence the results as they are generated from the data which has not been manipulated and reliable statistical tools. This also eliminates the biasedness in the interpretation of the results as the figures talk for themselves.

3.10 Ethics

In this study, the ethical standards are taken into consideration, especially the process of getting the approval by the ethics committee of the University of the Witwatersrand. Adherence to the ethics norms ensures that the research does not pose any harm to anyone, preserves the confidentiality within the research sphere, acknowledges the rights of the institution availing the data (United Nations

Evaluation Group, 2016). In case of any restriction to the use of the data set, the research ensures that the data is used for the purpose of the research only.

3.11 Validity, reliability, and dependability

The use of secondary data has the benefits of providing high-quality data, providing enough time for the data analysis to offer a thorough interpretation of the results (Bryman, 2012). The Afrobarometer surveys offer high quality data that is very reliable in providing the results that can be used to reflect the perceptions of the citizens of African countries, with the focus as South Africa in this study. The data obtained remains liable as it is used without being manipulated. All material put into use for this research is documented and made easily available for reference.

3.12 Conclusion: Review on the research methodology

This chapter has provided the methodology followed for the purpose of this study emphasising on the research approach and design, justification is made for the choice of the data and its source, as well as the sampling. Picking from the literature review, the study adopted a descriptive data analysis. The test of association on the perceived corruption levels and ability of the Government to create jobs is considered essential. The choice of the Afrobarometer data is made based on easy of availability given the limited time as well as relevance and reliability for the purpose of this study. The sample size from the two Afrobarometer surveys for round five and eight is justifiable and adequate for the purpose of achieving the objectives to this study.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

4.1 Introduction

This chapter presents the data and its analysis for this study. This includes tables and figures which display the information entailed in the data. The chapter starts with introducing the null and alternative hypothesis and presenting the variables under consideration for this study. The two key variables, mainly the perceived corruption levels and ability of the government to create jobs as the proxies for corruption and unemployment, are examined for round five and round eight Afrobarometer surveys focusing on their distribution and descriptive analysis. Additionally, a thorough trend analysis is made on the same key variables considering all the eight Afrobarometer surveys, i.e., round one up to round eight. This reveals the behavioural change in the responses provided for the last two decades. As another step, demographic variables are introduced in the analysis for an informed comparative analysis with the variable on ability of the government to create jobs in both round five and round eight. Lastly, a presentation on the chi square test for association for the two key variables is made. A conclusion is drawn about independence of corruption and employment.

4.2 Defining the Hypothesis and the variables

The study is based on the Hypothesis that:

H0: there is no association between perceived high corruption levels and ability of the government to create jobs

H1: there is a significant association between perceived high corruption levels and ability of the government to create jobs

The key variables under consideration for the study are defined as follows:

- The perceived ability of the government to create jobs which is labelled as 'handling job creation' in the analysis.

- The perceived corruption levels which is labelled as 'handling fighting corruption' in the analysis.

Whereas the other demographic variables of the respondents included in the analysis are employment status, educational qualification, gender, geographical location, and age. These variables assume the role of the control variables as they provide insides to the two variables of interest. Table 1 below

therefore presents the codebook that defines the variables used in the analysis in this study for round five (5) and round eight (8) Afrobarometer surveys.

Table 1: Codebook for the variables for round five (R5) and round eight (R8).

R 5	R 8
Dependent Variable (DV): Handling creating jobs Q65C handling creating jobs Very badly = 1; Fairly-badly = 2 Fairly well = 3; Very well = 4	Dependent Variable (DV): Handling creating jobs Q50C handling creating jobs Very badly = 1; Fairly-badly = 2 Fairly well = 3; Very well = 4
Independent variable (IV): Handling fighting corruption Q65K handling fighting corruption Very badly = 1; Fairly-badly = 2 Fairly well = 3; Very well = 4	Independent variable (IV): Handling fighting corruption Q50J handling fighting corruption Very badly = 1; Fairly-badly = 2 Fairly well = 3; Very well = 4
Control variable 1: Employment status Q96 Employment status No, not looking = 0; No, looking = 1 Yes, part time = 2; Yes, full time = 3	Control variable 1: Employment status Q95a Employment status No, not looking = 0; No, looking = 1 Yes, part time = 2; Yes, full time = 3
Control variable 2: Educational qualification Q97 Education of respondent No formal education =0 informal schooling = 1 Some primary schooling =2 Primary school completed =3 Some secondary school/ high school =4 Secondary school completed/high school completed =5 Post-secondary qualification =6 Some university =7 University completed =8 Post-graduate =9	Control variable 2: Educational qualification Q97 Education of respondent No formal education =0 informal schooling = 1 Some primary schooling =2 Primary school completed =3 Some secondary school/ high school =4 Secondary school completed/high school completed =5 Post-secondary qualification =6 Some university =7 University completed =8 Post-graduate =9
Control variable 3: Gender Q101 Gender of respondent Male =1; Female =2	Control variable 3: Gender Q101 Gender of respondent Male =1; Female =2
Control variable 4: Geographical location Q URBRUR Urban = 1; Rural =2	Control variable 4: Geographical location Q URBRUR Urban = 1; Rural =2
Control variable 5: Age Q1 Age 16-25 = 1; 26-35 = 2; 36-45 = 3; 46-55=4; 56 and above=5	Control variable 5: Age Q1 Age 16-25 = 1; 26-35 = 2 36-45 = 3; 46-55=4; 56 and above=5

The table above also indicates in an orderly form, the ratings of the respondents on how they perceive the government towards handling job creation and handling fighting corruption based on a four-point scale ranging between 1 = very badly and 4 = very well. The former indicates that the Government is

perceived to be doing very badly in creating jobs/fighting corruption and the latter indicates that the Government is perceived to be doing very well in handling job creation/fighting corruption. Likewise, the demographic data is displayed in ordinal values indicated in table 1.

4.3 Distribution and descriptive presentation of the key variables for R5 and R8

4.3.1 Handling job creation

To learn how the South African citizens perceive the government on its ability to create jobs, the starting point is to examine their views towards job creation in the country. Unemployment is on top of the list of the challenges facing African countries (Makanga and Msafiri, 2020) with South Africa no exception (Nyoka and Lekalake, 2015) so much that most South Africans believe that the government is not doing enough to address it (Chingwete, 2015).

i) A distribution for handling job creation: R5

Figure 1 below displays the distribution of the perceptions of the public on the ability of the government to create job opportunities in reference to Afrobarometer round five survey for the years 2011/2013. The analysis is based on a four-point scale where 1 = very badly, 2 = Fairly-badly, 3 = fairly well, and 4 = very well.

Figure 2: A distribution for handling job creation- R5

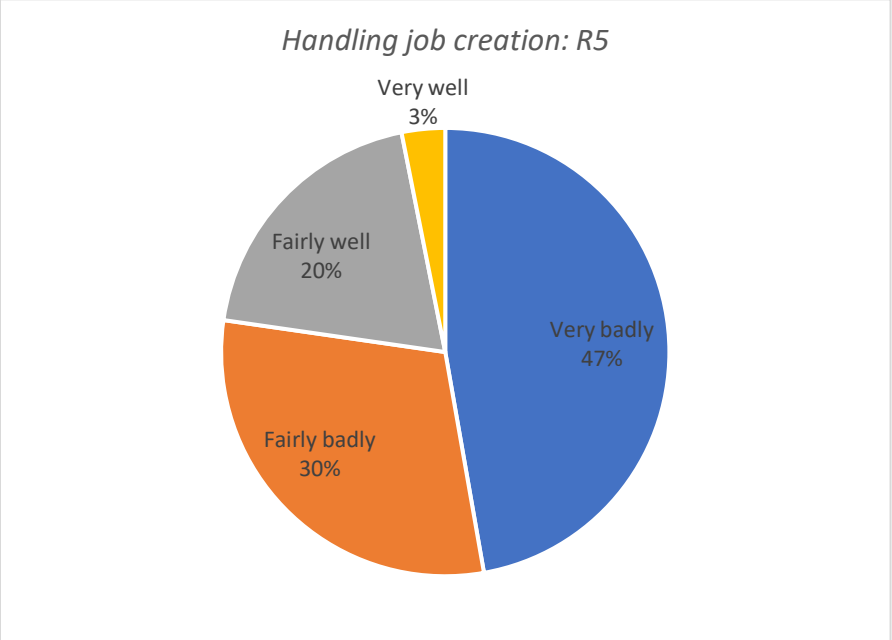
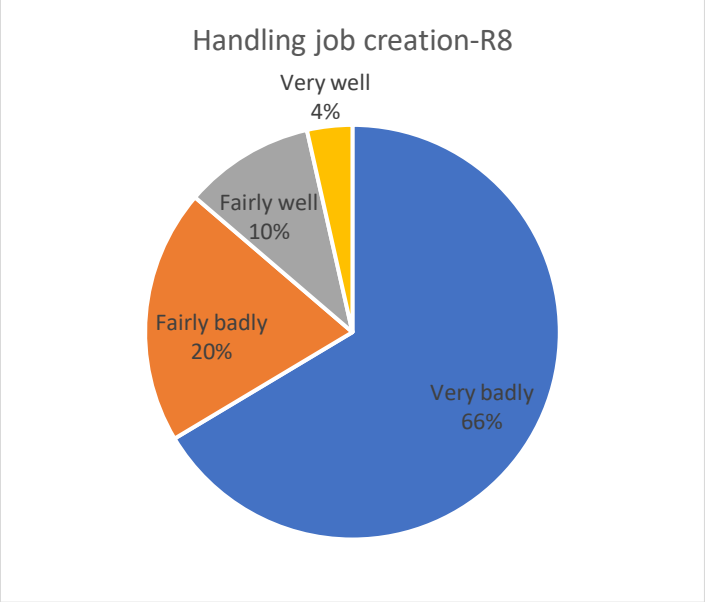


Figure 2 indicates that during the years 2011-2013, almost half of the citizens from the sample of 1501 people, considered the Government to be doing very badly in creating jobs. For the same period, one third of the citizens also had a view that at least the Government is performing Fairly-badly towards expanding job opportunities. A smaller portion of the citizens, consisting of one fifth and just 3 %, believe that the government is doing fairly well and very well in creating jobs, respectively. The general view, forming over three quarters of the sample in round five, is that the ability of the Government to create jobs in South Africa is very poor. A total of 23% of the citizens hold the opinion that there is capacity to create jobs by the Government.

ii) A distribution for handling job creation: R8

Similarly, the same pattern observed in round five on how the citizens perceive the Government in its ability to create jobs is replicated in round eight. Figure 3 displays that during the year between 2019 and 2021, i.e., round eight survey, very minimal proportion of the people, which makes about 14 % were of the view that the Government has a potential to expand jobs.

Figure 3: A distribution for handling job creation – R 8



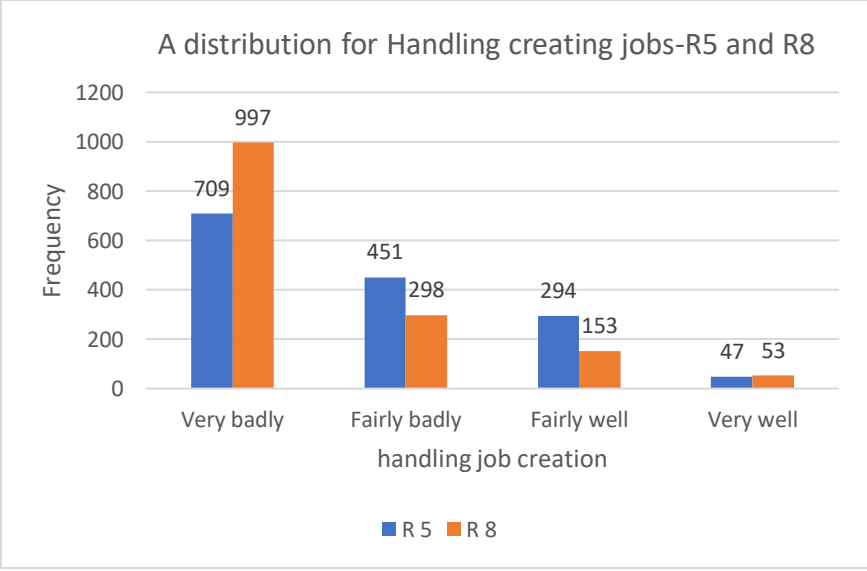
Moreover, during this period of 2019/2021, two thirds of the citizens considered the government to be doing very badly in job creation whereas one fifth believed it is doing Fairly-badly. This reflects that a higher percentage of up to 86% comprised people with the view that the Government has no capacity to address the challenge of unemployment in South Africa.

iii) A distribution for handling job creation: R5 Vs R8

There is obviously a similar trend observed in round five and round eight pertaining to the perceived ability of the Government to create jobs. The illustration in figure 4 below denotes that the proportion[7] of the citizens with the view that the Government is doing very badly in handling job creation increased to 66 % in round eight survey for the period 2019/2021 in comparison with 47 % observed in round five survey during the years 2011-2013. Furthermore, many of the citizens still considered the Government to be doing Fairly-badly in handling job creation for both periods although the proportion reduced to 20% in round eight from 30% in round five. On aggregate, the responses that the Government is incapable of creating job increased by 10 % between the two surveys, i.e., from 77% in round five to 87% in round eight.

In addition, the proportion of South Africans with the opinion that the Government is moving towards the right direction in handling creating jobs remains very low for both periods. As shown in figure 3, the number of the citizens with the view that the Government is doing fairly well declined by 10% between 2011/2013 and 2019/2021 surveys. The proportion of those with the opinion that the Government is doing very well in creating jobs remains almost unchanged between the two periods at a minimal level of 3 %.

Figure 4: A distribution for handling job creation- R 5 Vs R 8



[7] Refer to table 2 for the percentages in the discussion.

Figures 2 to 4 above clearly shows that above three-quarters of the respondents perceive the Government to be doing bad on handling creating jobs for both round five and round eight surveys. Only a quarter of the citizens express a positive view that the Government of South Africa can create jobs across the two periods under the study. Most African people perceive the Government to be doing very badly in addressing the challenge of unemployment (Asiamah et al., 2021) which has affected most of the youth in South Africa (Chingwete, 2015).

iv) A descriptive analysis for handling job creation: R5 and R8

A descriptive analysis is preferred as one of the statistical tools for analysis (for example, Onchari, 2019; Dwivedi, 1967) in establishing the relationship between unemployment and corruption. Table 2 below entails round five and round eight statistical measures and the contents of unemployment represented by the perceptions on ability of the Government to create jobs.

Table 2: Contents and statistical analysis for handling job creation.

Responses	**Frequency (%)**		**Measure of central tendency**			**Measure of dispersion**		
	R 5	R 8		R 5	R 8		R 5	R 8
Very badly= 1	709 (47.24)	997 (66.42)	Mean	= 1.79	=1.51	Range	=3	=3
Fairly-badly=2	451 (30.05)	298 (19.85)	Median	= 2	=1	Variance	=0.75	=0.67
Fairly well= 3	294 (19.59)	153 (10.19)	Mode	= 1	=1	Standard deviation	=0.87	=0.82
Very well= 4	47 (3.13)	53 (3.53)				skewness	=0.72	=1.51

The mean of 1.79 for round five indicates that on average, the responses are directed more towards the view that the Government has no ability to create jobs which is denoted by the two categories, very badly = 1 and fairly-badly = 2. Similar pattern is observed for round eight with the mean on 1.51. The variance of 0.67 and 0.75 in round five and round eight respectively reveals that a general view of the citizens points towards poor capacity by the Government on the performance for job creation. The citizens have little differences if any from the common perception of inability of the Government to avail jobs. The mode of 1 across both rounds confirms that the dominant opinion of the citizens is

that the Government is doing very badly towards creating more jobs which would address the challenge of unemployment facing South Africa. The median of 1, applicable to round five and round eight, likewise suggests that the central response points towards the inability of the Government to expand job opportunities. The positive skewness (R5=0.72; R8=1.51) verifies that just a small proportion of the citizens believe in the Government to be doing well on job growth initiatives with the numbers getting even lesser for round eight than in round five. These measures are based on a four-point scale where 1 = very badly and 4 = very well.

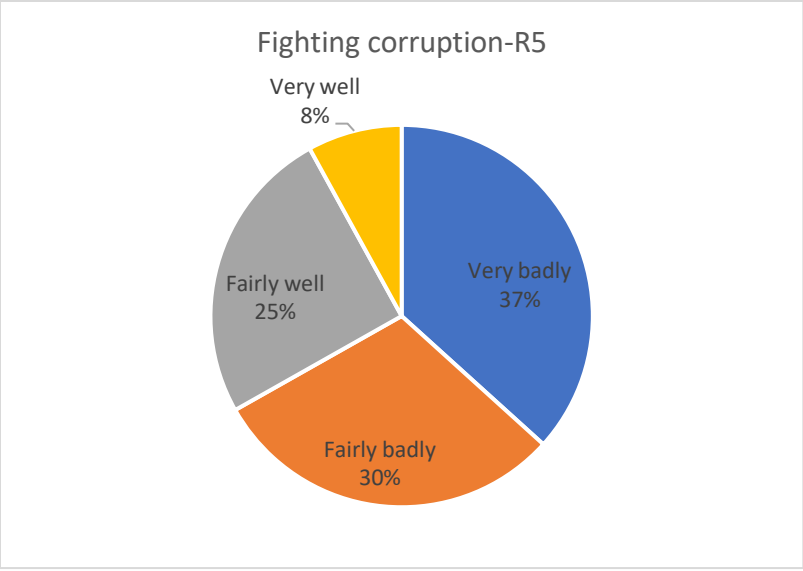
4.3.2 Handling fighting corruption

Corruption is one of the causes of persistently high levels of unemployment in South Africa with high potential to slow economic growth (Dias and Posel, 2007). People in South Africa are pessimistic on the efforts by governments on mitigating the continuous worsening corruption situation as one of the root causes of many socio-economic challenges including unemployment (Gordon et al., 2012). Keulder (2021) mentions that most governments in Africa are perceived to be doing very badly in fighting corruption levels. However, countries like Botswana and Nigeria are exceptions (Ojewale and Nyamekye, 2018) as they are perceived to be doing well in handling corruption.

i) A distribution for handling fighting corruption: R5

The Afrobarometer round five survey as illustrated in figure 5, reveals that many people of South Africa find the Government as a failure regarding combating corruption.

Figure 5: A distribution for handling fighting corruption-R5

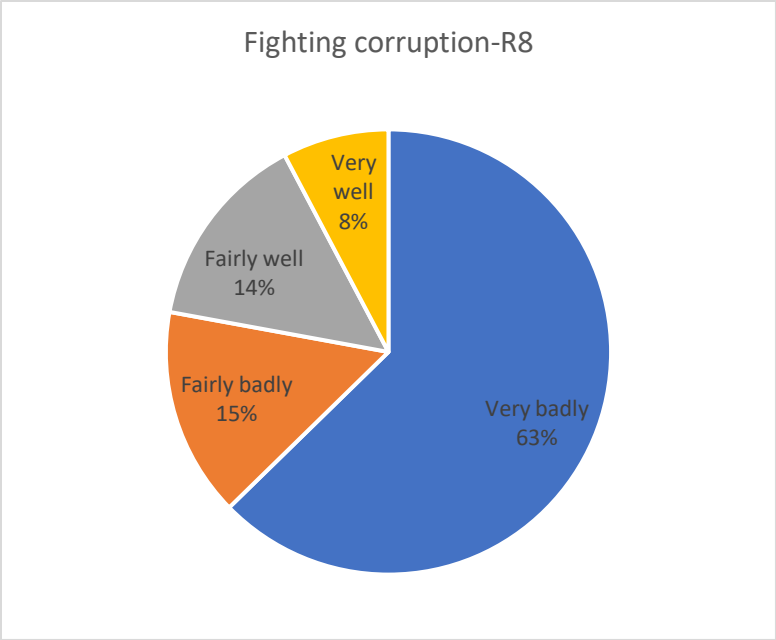


Three quarters of the citizens indicate that the Government is handling a fight against corruption very badly. Moreover, another three quarters of the respondents hold to the point of view that the Government acting fairly badly towards mitigating corruption in the country. In reference to figure 5 above, fewer individuals making a quarter of the respondents feel that the Government is fairly doing well whereas less than one tenth is content with anti-corruption initiatives. Higher proportion making 67% of the citizens perceive the Government as inactively efficient to cease corruption whereas only 33% think differently and optimist on handling of corruption in the country.

ii) A distribution for handling fighting corruption: R8

The Afrobarometer survey for the years 2019/2021 was during the covid-19 pandemic as well as during the Ramaphosa administration where a fight against corruption was declared. However, the proportion of the citizens who feel that corruption has worsened is maximal (calculated as 78%) as illustrated in figure 6. About 63% and 15% feel that the Government is handling corruption very badly and fairly well respectively.

Figure 6: A distribution for handling fighting corruption – R 8



In addition, just a quarter of the citizens think the fight against corruption is operative. This portion comprises 14% and 8% of those who think the Government is handling corruption fairly well and very well respectively. An overall observation in round eight reflects that the citizens are hopeless on

the conduct of the Government in fighting corruption in the country with fewer individuals remaining positive.

iii) A distribution for handling fighting corruption: R5 Vs R8

The analysis made in figure 5 and 6 provided a clear picture on the distribution of corruption for round five and eight respectively. To gain more insights, figure 7 presents the information obtained in round five and eight on how the Government is handling corruption based on a four-point scale where 1 = very badly and 4 = very well.

Figure 7: A distribution for handling fighting corruption- R5 Vs R8

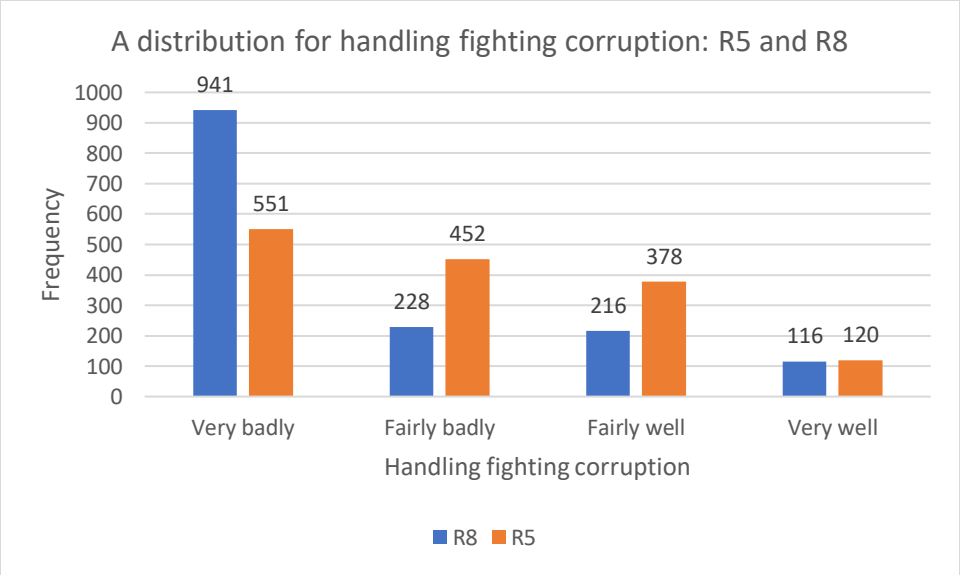


Figure 7 displays that more citizens hold to the view that the Government is responding very badly in fighting corruption with the higher numbers (63%) in round eight for the period 2019/2021 compared to 37% observed in round five survey during the years 2011-2013. Moreover, the proportion of the citizens who considered the Government to be handling the fight against corruption fairly-badly is reduced to 15% in round eight from 30% in round five. However, an overall observation is that the responses that the Government has no potential to prevent corruption hiked by 11% between the two surveys, i.e., from 67% in round five to 78% in round eight.

On a different point of view, the portion of South African citizens who feel that the Government is handling corruption well remains minimal for both periods. Figure 7 reveals that the ratio of the citizens with the view that the Government is doing fairly well in fighting corruption declined from a quarter in round five to almost one tenth in round eight. The proportion of the citizens that perceive

the Government to be handling corruption issues very well remains unchanged for round five and eight at a minimal level of 8%.

The above three figures, 5, 6 and 7, highlight that the majority of the citizens, above three quarters, perceive the Government to be handling fighting corruption badly for both round five and eight Afrobarometer surveys. Only a quarter of the citizens in round eight feel confident about how the Government of South Africa is handling corruption. These observations are in line with the findings in many studies (for example, Keulder, 2021; Patel and Govindasamy, 2021) which unveil corruption to be perceived very high in the country.

iv) A descriptive analysis for handling fighting corruption: R5 and R8

Table 3 below entails the statistical measures and the contents of corruption for round five and round eight surveys for the periods 2011/2013 and 2019/2021 respectively, based on a four-point scale where 1 = very badly and 4 = very well. The measure of central tendency and measure of dispersion reflect on the responses of the survey question in the Afrobarometer code book which reads as follows: "*How well or badly would you say the current government is handling the following matters, or haven't you heard enough to say: Fighting corruption in government?*".

Table 3: Contents and statistical analysis for handling fighting corruption.

Responses	**Frequency (%)**		**Measure of central tendency**			**Measure of dispersion**		
	R 5	R 8		R 5	R 8		R 5	R 8
Very badly= 1	551 (37)	941 (63)	Mean	2.04	1.67	Range	3	3
Fairly-badly=2	452 (30)	228 (15)	Median	2	1	Variance	0.94	0.97
Fairly well= 3	378 (25)	216 (14)	Mode	1	1	Standard deviation	0.97	0.99
Very well= 4	120 (8)	116 (8)				skewness	0.44	1.18

The skewness of 0.44 and 1.18 put orderly for round five and round eight explains the characterization of the degree of symmetry of the distribution for the values around the mean. The positive skewness calculated for both rounds indicates that fewer citizens think that the Government is doing well in corruption. Furthermore, the mean of 2.04 for round five and 1.67 for round eight indicate that the

common opinion among the citizens is that handling of corruption by the Government is bad. This is also confirmed by the mode of 1 for both rounds, implying that more citizens perceive that corruption in the country is not receiving enough prevention measures. The median of 2 for round five shows that for all the responses, the citizens settled for the opinion that the Government is handling corruption badly. Similar conclusion is drawn for round eight with a median of 1. The standard deviation (R5=0.97; R8=0.99) shows little deviation within the responses, i.e., most citizens feel that the Government has not done enough effort to stop corruption.

4.4 A trend analysis for Afrobarometer surveys: R1 to R8

The changes and events over the last two decades in the country, being economic, political, social and others, and having different respondents for the different surveys have a potential to influence the results of the study. Therefore, as one important step, the analysis of the trend for the responses is presented below covering, round one to round eight. This reveals the overview of the behavioural changes in the responses before paying particular attention to the two key surveys of interest for this study. The tables and figures to follow display the trends on the perceptions of the citizens of South Africa on government towards its ability in handling job creation and fighting corruption. The trends are based on round one to round eight of the Afrobarometer surveys covering the period 1999 to 2021.

4.4.1 Overall trend in handling job creation (R1 to R8)

Table 4 below entails the observation in the trend for 'handling job creation' ranging from round one survey which was taken during 1999 – 2001 up to round eight survey for the years 2019-2021.

Table 4: Distribution of 'handling job creation' ranging from R1 to R8

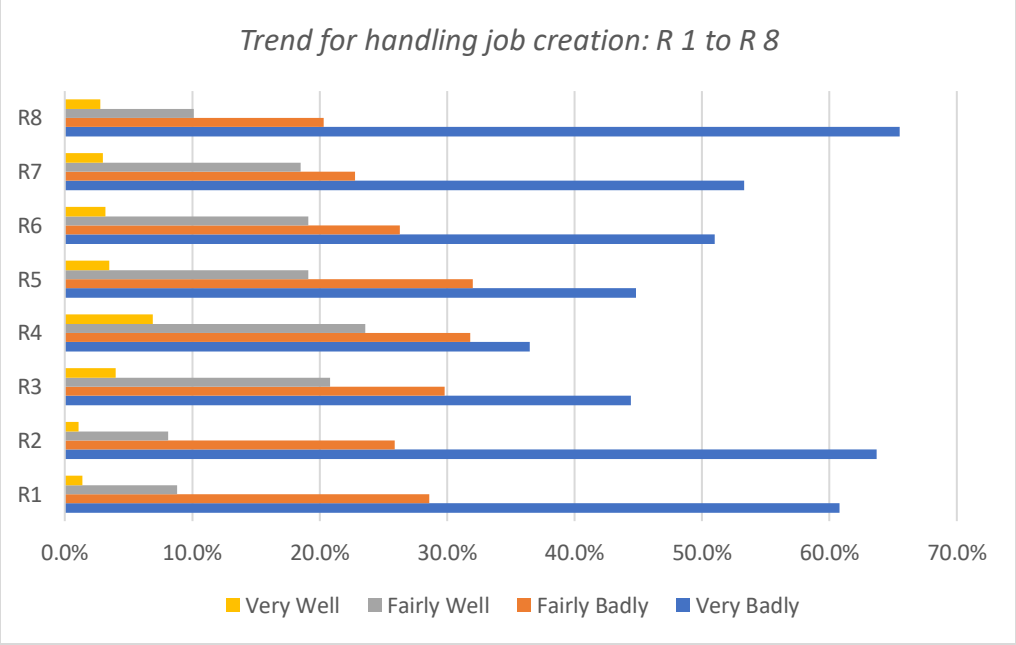
	R1	R2	R3	R4	R5	R6	R7	R8	Average
Survey period	1999-2001	2002-2003	2005-2006	2008-2009	2011-2013	2014-2015	2016-2018	2019-2021	
Very Badly	60.8%	63.7%	44.4%	36.5%	44.8%	51.0%	53.3%	65.5%	52.5%
Fairly-badly	28.6%	25.9%	29.8%	31.8%	32.0%	26.3%	22.8%	20.3%	27.19%
Fairly Well	8.8%	8.1%	20.8%	23.6%	19.1%	19.1%	18.5%	10.1%	16.01%
Very Well	1.4%	1.1%	4.0%	6.9%	3.5%	3.2%	3.0%	2.8%	3.24%

Source: Afrobarometer database (https://www.afrobarometer.org/online-data-analysis/)

The proportion of the citizens with a perception that the Government is doing very badly in handling job creation dominates all other opinions over the specified years starting with 1999 and ending 2021 based on a four-point scale where 1 = very badly and 4 = very well. The proportion of the citizens who view the government to be performing very badly in curbing unemployment has been high in round one (61 %) and round two (64 %) but started dropping to lower levels in round three up until round seven. However, the numbers reached the highest peak in round eight estimated at 66 % during the years 2019-2021.

Figure 8 below illustrates a clearer picture that depicts how the perceptions of the citizens towards the Government on handling creating job opportunities within the country has changed over two and half decades. The proportion of the citizens with the opinion that the Government is handling job creation 'Fairly-badly' comes second following the dominating perception for handling job creation 'very badly'. In the previous eight rounds of the Afrobarometer surveys, the highest proportion of the citizens with the view that the Government is doing Fairly-badly was in round four. The numbers show an increase starting from round one reaching the peak in round four at 30 %, after which the numbers started dropping gradually. The lowest has been in round eight at 20 %.

Figure 8: Behavioural trend in handling job creation - R 1 to R 8



Fewer citizens have the perception that the Government is doing very well in handling creating jobs with an average of 3 % over the eight rounds. The outlier has been in round four with the highest

proportion estimated at 7 %. Moreover, South Africans who perceive the Government to be doing fairly well in handling job creation also remain at minimal levels. The numbers are estimated at an average of 9 % for round one, round two and round eight while for round three up to round seven the estimated average is 20 %.

An overall observation is that over the last twenty years, the majority (52.5% on average) of South Africans are of the opinion that Government is doing badly in creating jobs in the country covering the period between the years 1999-2021. A smaller number of individuals (3.24% on average) perceive the Government to be doing well in handling job creation. The highest percentage of the citizens with the opinion that the Government is handling job creation very badly (65.5%) is observed in round eight, followed by round two (63.7%) and round one (60.8%).

4.4.2 Overall trend on handling fighting corruption (R1 to R8)

Table 5 below displays the views of the citizens in South Africa on how they perceive the Government towards its ability in handling corruption. The period covers round one survey which was conducted during 1999 – 2001 up to round eight survey administered in the years 2019-2021. The responses the years on how the citizens perceive the Government towards fighting corruption is clearly manifested.

Table 5: A distribution of 'handling fighting corruption' ranging from R1 to R8

	R1	R2	R3	R4	R5	R6	R7	R8	Average
Survey period	1999-2001	2002-2003	2005-2006	2008-2009	2011-2013	2014-2015	2016-2018	2019-2021	
Very Badly	37.8%	34.3%	25.2%	40.0%	35.4%	56.3%	45.3%	60.5%	41.85%
Fairly-badly	28.2%	29.0%	26.5%	26.2%	30.4%	22.8%	25.0%	15.4%	25.44%
Fairly Well	21.6%	21.0%	30.5%	21.6%	25.3%	15.5%	21.3%	13.6%	21.30%
Very Well	8.6%	7.6%	14.1%	9.3%	7.7%	4.6%	4.1%	7.1%	7.89%

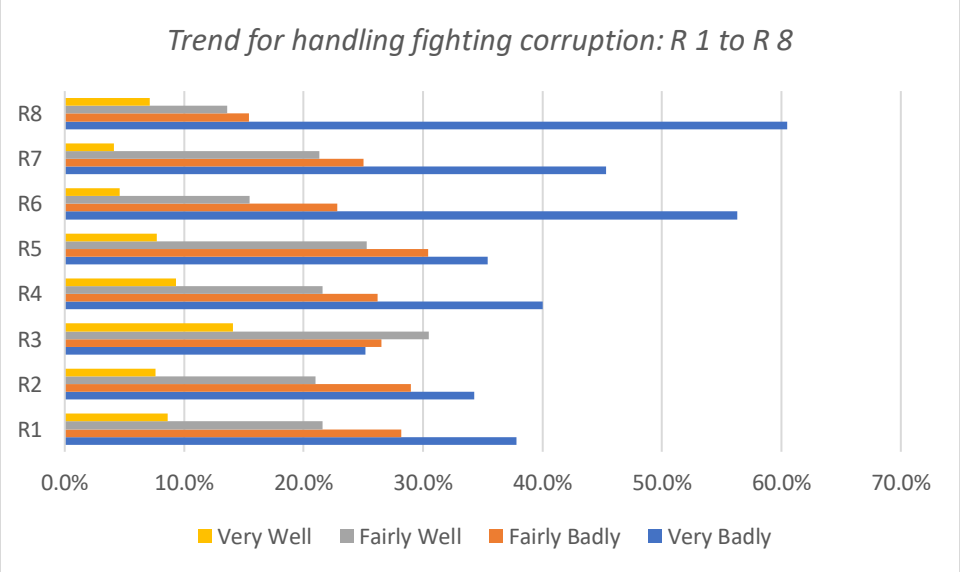
Source: Afrobarometer database (https://www.afrobarometer.org/online-data-analysis/)

The percentage of the citizens with the view that the Government is doing very badly in handling corruption is the highest, at an average of 41.85%, for the years covering round one survey in 1999 - 2001 until round eight survey in 2019 – 2021. The observation is made based on a four-point scale where 1 = very badly and 4 = very well. The proportion of the citizens with the opinion that the government is doing very badly towards fighting corruption has been increasing and reaching the peak

of 60% in round 8 which covers the years 2019 - 2021. On average, only a few citizens (7.89%) perceive control for corruption to be adequate, while an average of 25.44% and 21.3% perceive it to be fairly badly and fairly well respectively.

Figure 9 below gives a self-explanatory picture that depicts how the perceptions of the citizens towards the ability of the Government on handling corruption has changed for a period exceeding two and half decades. It can clearly be seen as indicated above that the proportion of the citizens with the opinion that the Government is handling corruption 'very badly' dominates all other areas. In the last eight rounds of the Afrobarometer survey, the observation is that the citizens with the view that the Government is doing 'Fairly-badly' are many in round four. The numbers show an increase after round one reaching the peak in round four at 30 % and dropping gradually across round five to round eight.

Figure 9: Behavioural trend in handling fighting corruption - R 1 to R 8



Smaller portion of the citizens have the perception that the Government is doing very well in fighting corruption with an average of 7 % across the eight rounds. Furthermore, South Africans who perceive the Government to be doing 'fairly well' in fighting corruption remain low at an average of 20 %.

It is clearly highlighted that over the last two and half decades, most South Africans hold to the opinion that the Government is doing badly in fighting corruption. Only a few individuals believe that the Government is doing well in handling corruption in the country. The recent three rounds of the Afrobarometer survey are the highest with the citizens who perceive that corruption is untended satisfactorily by the Government.

4.5 A comparative analysis for unemployment and other variables of interest: R5 and R8

A comparative analysis is one other efficient method to assess and compare the changes and similarities that occur overtime. Some authors (for example, Mattes et al., 2003) incorporate comparative analysis in investigating the perceptions of the public on corruption over different time periods. The study adopted the same approach. The positive relationship has been evidenced between unemployment and corruption (Bouzid, 2016: Lacko, 2004) while people in Africa consider their government incapable to curb further occurrence of corruption (Pring, 2015). Moreover, unemployment is perceived as a major challenge by younger educated people mostly from urban areas (Makanga and Msafiri, 2020) which has negative impact on larger portion of the graduates (Lloyd and Murray, 2013) hence the Government is held responsible by youth and elderly people for failing to provide job assurance (Asiamah et al., 2021). Kriaa et al. (2020) mention that new graduates and individuals aged between 25 and 35 are more likely to stay unemployed for longer duration especially in regions with already high levels of unemployment, irrespective of educational level. As a step forward to understand better the perceptions on unemployment in South Africa, a comparative analysis on perceived high unemployment levels, high corruption, and the demographic variables including age, geographic location, gender, employment status, and educational qualification is presented below for round five and eight consecutively.

4.5.1 Comparative analysis for Round 5

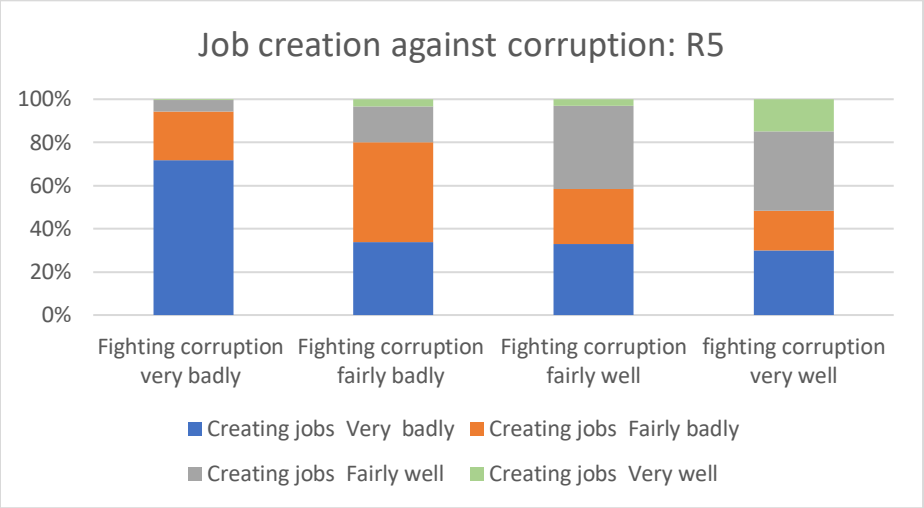
The period 2011/2013 under the administration of Zuma, South Africa gained popularity for the prevalence of high corruption incidents (Arun, 2020). Unemployment has also been persistent since democratic transition in 1994 (Chibba and Luiz, 2011). As a result, the analysis for round five coinciding with this period has become essential as presented below.

i) Comparative analysis of handling job creation against fighting corruption: R5

The relationship between perceived high corruption and handling of job creation by the Government reveals to be positive as reflected in figure 10. About 72% of the citizens with the view that the Government is handling job creation very badly are also more likely to say it is handling the fight against corruption very badly. The percentage of those who think the Government is handling job creation very badly, but corruption fairly badly, fairly well or very well is around 30% on average. The proportion of the citizens considering handling corruption and job creation fairly badly is higher (46%) than those who think the Government is handling job creation and corruption very well, making only

one third of the responses. The portion of the citizens with the view that handling of corruption and job creation is fairly well equates to 38%. The most minimal ratios are associated with citizens who consider handling of corruption very badly and job creation very well (0.4%) as well as of handling of job creation very well and corruption fairly badly, and fairly well maintained at (3.2%) on average.

Figure 10: Comparative analysis for handling job creation against fighting corruption: R5



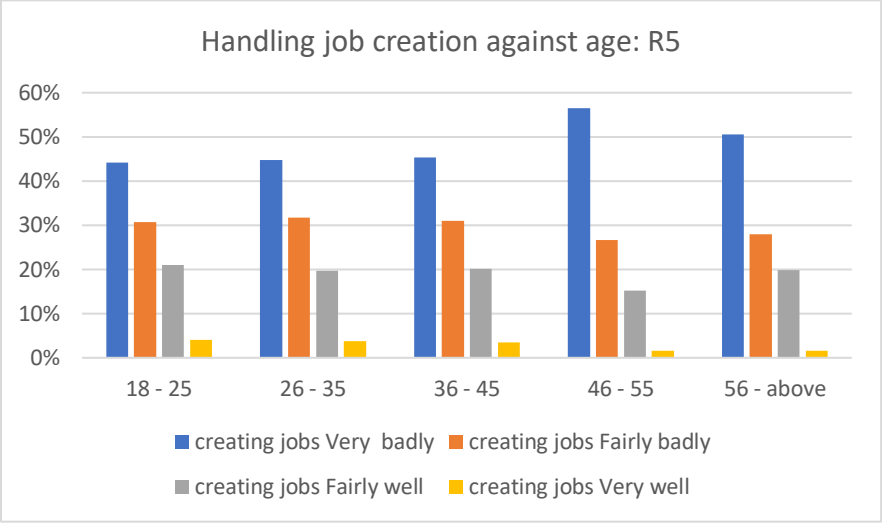
Lastly, the portion of those who feel job creation is fairly well, but corruption very badly (5.4%) is the most minimal in comparison with those considering job creation fairly well and corruption fairly badly (16.6%), fairly well (38.4%) or very well (36.7%). The analysis suggests a possible existence of a positive relationship for perceived high corruption levels and ability of the Government to create jobs. As denoted, the highest percentage is of a case where job creation and corruption are perceived as 'very badly'.

ii) Comparative analysis for handling job creation and age groups: R5

The analysis of handling job creation by age groups in figure 11 gives a clearer picture that the Government is perceived to be performing very badly in creating jobs across all age groups with the highest portion of the citizens coming from the age group of 46 – 55 (57%) and 51% for 56 and above. However, in all age groups, just a few people making less than 3% on average, feel that unemployment is handled well by the Government. On average, 30% of the citizens across all age groups point to the Government to be handling job creation fairly badly. Moreover, the number of the citizens with a perception that job creation is handled fairly well is around 20% for all age groups except the 15% observed in age group 46 – 55. The elderly citizens for age groups 46 – 55 and 56 and above are evidenced to be the most likely group to consider the Government as incapable of

expanding job opportunities in the country. The same age groups have the least number of citizens who perceive handling of job creation to be very well.

Figure 11: Comparative analysis of handling job creation against age: R5

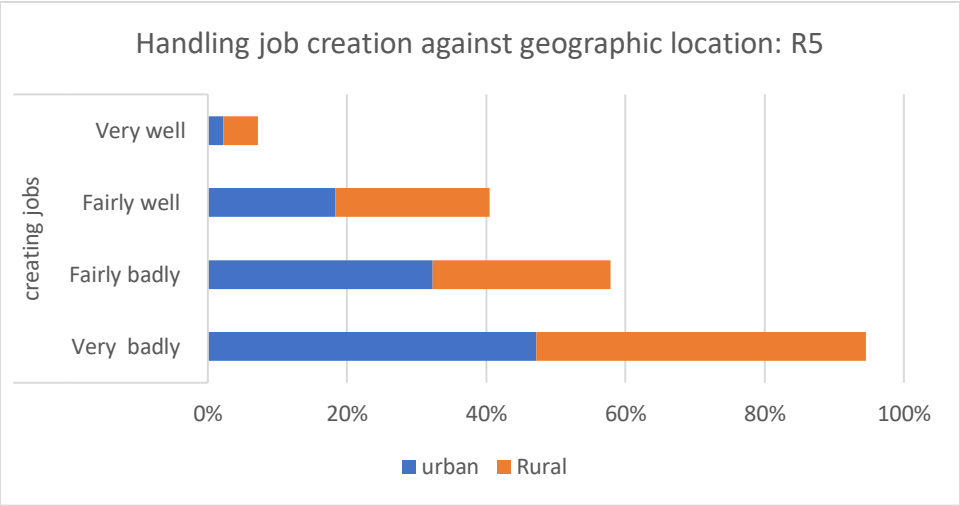


An overall observation is that the percentage of the citizens who perceive job creation initiatives unsuccessful remains high in all age groups and low for those considering job creation efforts successful.

iii) Comparative analysis for handling job creation and geographic location: R5

The geographical location as presented in figure 12 seems not to be a determinant factor on how the citizens perceive the Government on its ability to create jobs because 47% of the citizens from both rural and urban areas equally share the same sentiments that the Government is handling job creation very badly. The least proportion of the citizens that feel the Government is considering job creation very well comes from urban areas (2%) followed by 5% from rural places. Moreover, people who feel that the Government is doing fairly badly and fairly well sequentially consists of 32% and 18% from urban areas and 26% and 22% from rural places. The overall observation is that a larger percentage of the citizens perceive handling of job creation bad in the country irrespective of the geographical location. A total of 73% from rural areas and 79% from urban areas perceive job creation initiatives unsuccessful while 25% from rural areas and 20% from urban areas are happy with the initiatives made by the Government to expand job opportunities.

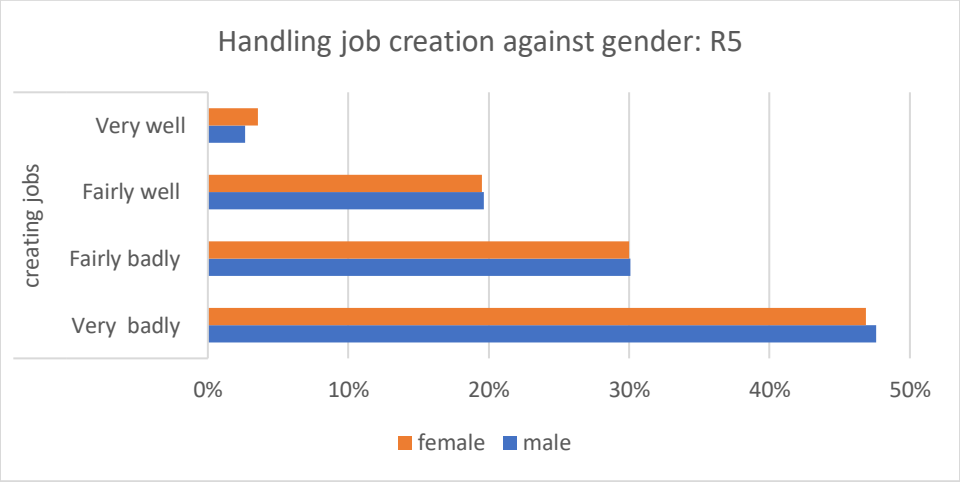
Figure 12: Comparative analysis of handling job creation against geographic location: R5



iv) Comparative analysis for handling job creation and gender: R5

In figure 13 below, it can be depicted that the proportions of the males and females with the opinion that the Government is handling job creation very badly (47%), fairly badly (30%), fairly well (20%), and very well (3%) are equal across different genders.

Figure 13: Comparative analysis of handling job creation against gender: R5



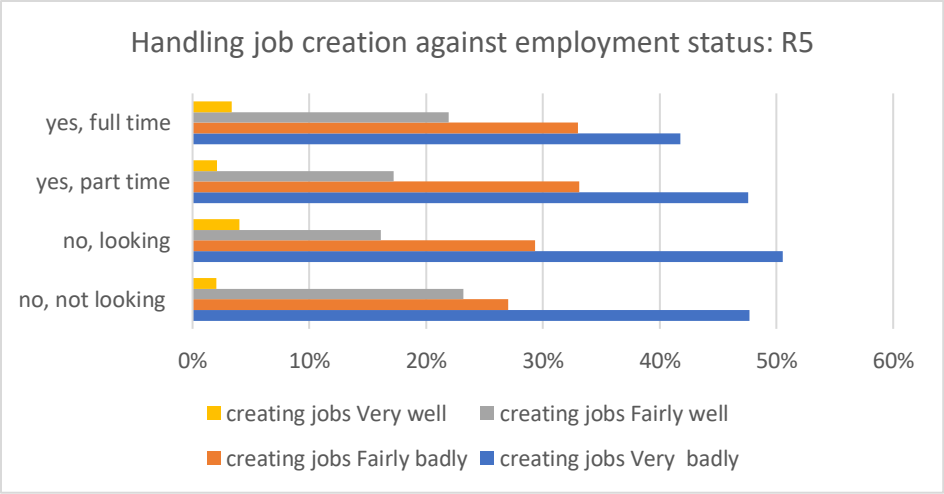
Furthermore, while more of the males and females find the Government unable to create jobs, only about 3% are satisfied with the efforts by the Government to reduce unemployment. The conclusion can be drawn that whether one is a male or a female, the dominant attitude is that the Government is handling job creation badly whereas a minimal proportion of males and females considers handling of

job creation to be 'very well'. The males and females alike with the attitude that the efforts by the Government on job creation are not yet felt constitute 78%.

v) Comparative analysis for handling job creation and employment status: R5

Many of the citizens of South Africa have a strong feeling that the Government is handling job creation very badly irrespective of their employment status as demonstrated in figure 14. The percentage of those with the view that the Government is handling job creation very badly but 'unemployed and not looking' is 48%; those 'unemployed but looking' is 51%; those employed part time is 48%; and those employed full time is 42%. The proportion of those thinking the Government is doing fairly badly in job creation increases with employment status, from lower percentage (27%) for unemployed to higher percentage (33%) for full time employed.

Figure 14: Comparative analysis of handling job creation against employment status: R5



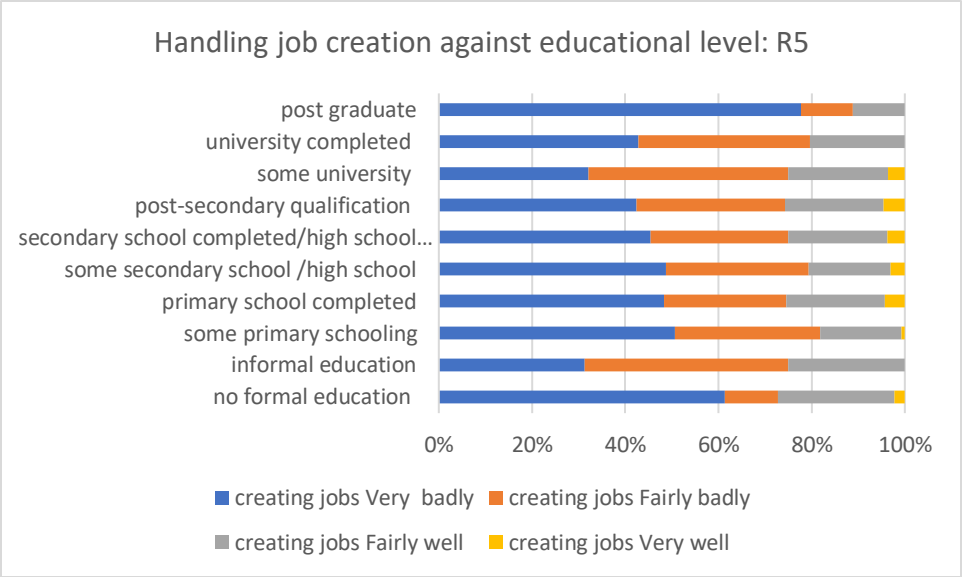
The percentages of those who remain with a positive view on how the Government is addressing the challenge of high unemployment very well remain lowest at: 2% for those unemployed and not looking; 4% for those unemployed and looking; 2% for those employed full time; and 3% for those employed full time. Lastly, the ratio of those with the view that creation of jobs is fairly well conducted, is lower than a quarter across all categories and minimal at 16% for those unemployed but looking as well as 17% for those employed part time.

vi) Comparative analysis for handling job creation and educational qualification: R5

The higher the level of education is, the more the citizens feel that the Government is failing to address the unemployment challenge in the country. As illustrated in figure 15, about 78% of the citizens with

post graduate qualification and 68% of those with no formal education consider the Government to be handling job creation very badly. The lowest percentage for those with the view that job creation is handled very badly is among those with informal education, and those who did not complete university. There are no citizens who find the Government to be handling job creation very well amongst those with university, and postgraduate qualification as well as with informal education.

Figure 15: Comparative analysis of handling job creation against educational qualification: R5



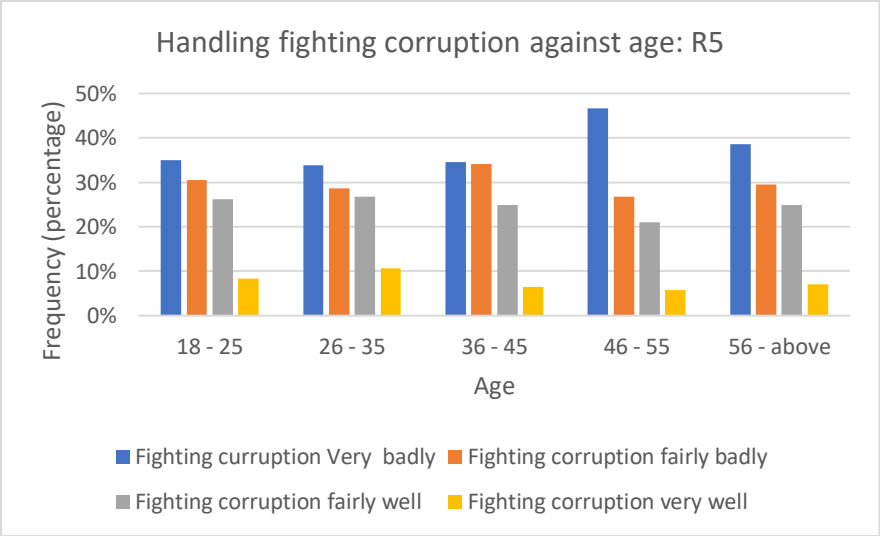
Moreover, less than a quarter of the citizens in all educational level categories think the Government is performing fairly well in narrowing the unemployment gap. More than one third of the citizens in all educational qualification categories have the impression that the Government is handling job creation fairly badly except for those with postgraduate qualification and no formal education where only 11% consider job creation as fairly bad. In all educational qualification categories, efforts of job creation by the Government are dominantly regarded as very bad with very few citizens who say the efforts are well conducted. The larger proportion of the citizens with the highest qualifications, postgraduate, mostly feel that the Government is handling job creation very badly and surprisingly the view is mutual for those with no formal education.

vii) Comparative analysis for handling fighting corruption against age: R5

Figure 16 below illustrates proportions of perceived corruption based on different age groups for round five survey. The observation is not different from the perceived unemployment rates. All age groups are of the view that the Government is doing very badly in fighting corruption. As far as this

is the case, the age group between 46-55 comprise the higher proportion (47%) of those with the view that the Government is performing very badly in mitigating corruption. On average, 30% of the citizens in all age groups feel that the fight against corruption is not very bad but rather fairly bad. Few individuals (8% on average) in all age groups consider the initiatives by the Government to fight corruption successful.

Figure 16: Comparative analysis of handling fighting corruption against age: R5

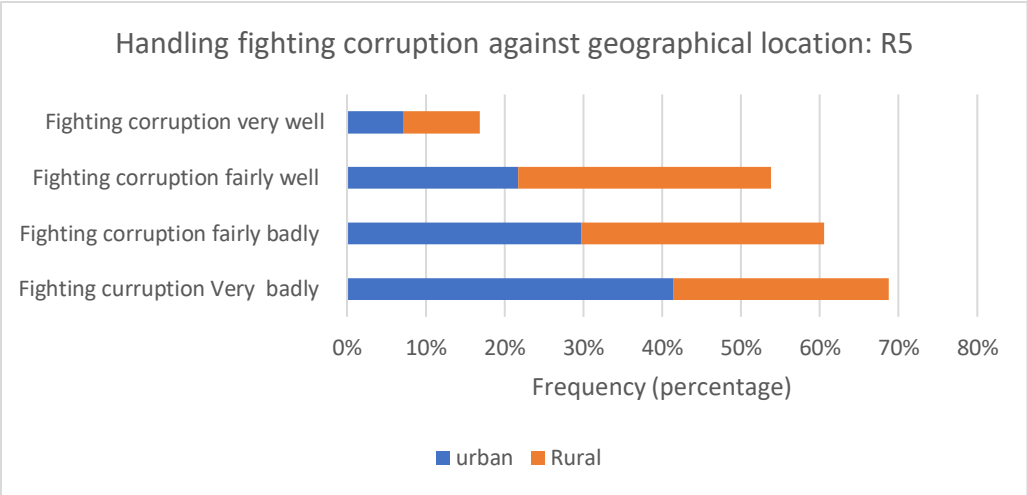


An overall observation is that the age group between 46-55, comprising of elderly people, has the extremes in the view of how the Government is handling the fight against corruption, i.e., the highest and minimum proportions on doing very badly (47%) and doing very well (6%) respectively.

viii) Comparative analysis for handling fighting corruption against location: R5

An illustration in figure 17 shows that people from urban area compared to rural area bares the highest percentage (41% vs 27%) on the view that the Government is handling the fight against corruption very badly. Just a smaller number (7%) of individuals coming from urban area hold to the opinion that the Government is doing very well in curbing corruption in the Country. The proportion of the citizens who feel that the Government is doing fairly well and fairly badly is higher in the rural area (32% vs 22%) compared to urban area (31% vs 30%) respectively.

Figure 17: Comparative analysis of handling fighting corruption against location: R5

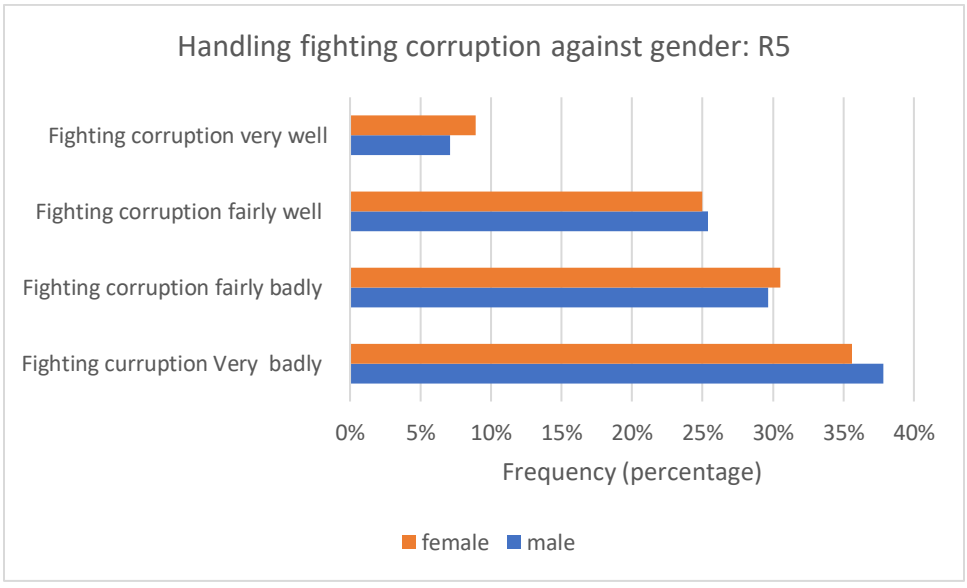


It clearly displayed that most South Africans perceive the Government very bad in fighting corruption while very minimal proportion of the citizens are optimistic.

ix) *Comparative analysis for handling fighting corruption against gender: R5*

The perceptions of how the Government is handling the fight against corruption also vary with gender as presented in figure 18 below. While the most dominant opinion remains as a very poor conduct by the Government in handling the fight against corruption, males account for the larger portion compared to females (38% against 36%).

Figure 18: Comparative analysis of handling fighting corruption against gender: R5

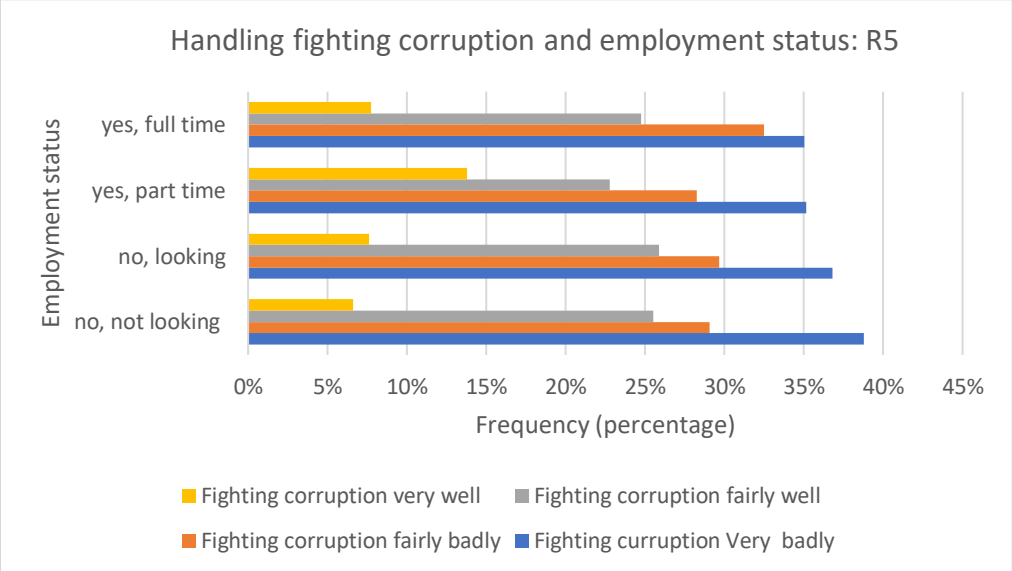


However, the proportion of individuals with the view that the initiatives by the Government to fight corruption is fairly bad is slightly higher in females than in males (31% vs 30%). A different observation is manifested in the perception that the Government is handling the fight against corruption fairly well as both genders equally comprise 25%. The proportion of the citizens with a positive opinion that the Government is at its best, i.e. doing very well, in carrying out appropriate measures towards mitigating corruption remains minimal for both genders (9% females and 7% males) in comparison to other categories. The attitude towards mitigating measures by the Government to curb corruption is mutual across both genders, the Government is perceived handling corruption very badly, across different genders.

x) *Comparative analysis for handling fighting corruption against gender: R5*

The status of employment also has a role to play on how the Government is perceived in addressing corruption crisis in the country. Figure 19 displays the distribution based on four categories: full time employed, part time, and those looking and not looking for a job.

Figure 19: Comparative analysis of handling fighting corruption against employment status: R5



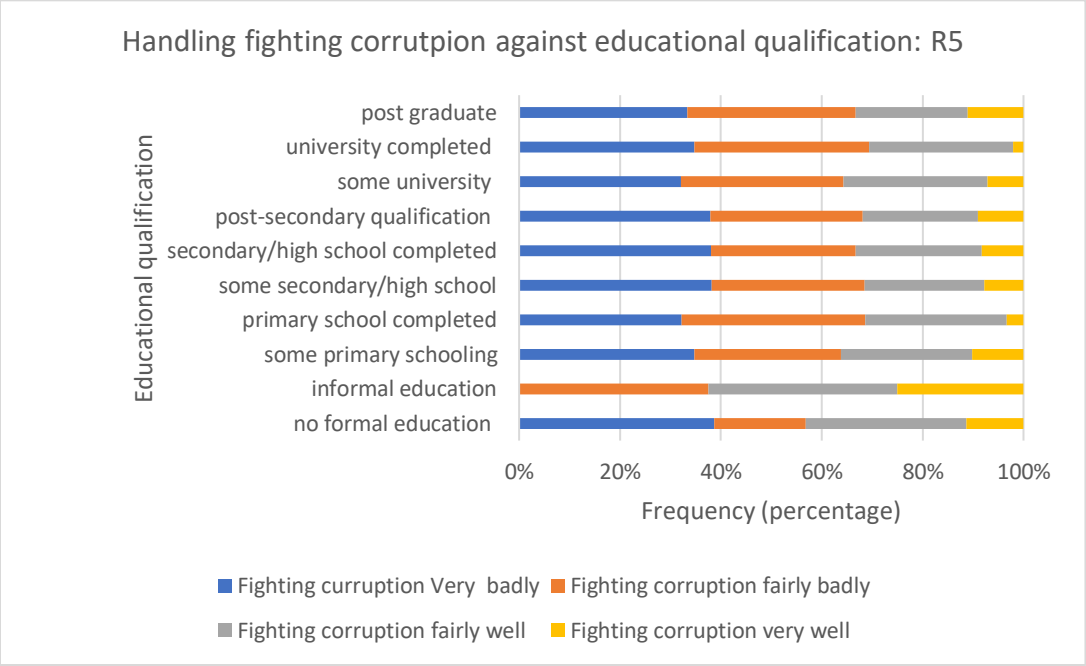
The general overview is that smaller percentage (9% on average) perceive the Government to be performing very well in curbing corruption while most of the citizens are of the opinion that it is doing very bad (37%). The observation is that all these different categories consider the Government to be performing very badly in fighting corruption with the highest proportion (39%) amongst those not employed and not looking. The next higher percentage (37%) that feel the Government is doing very

badly in addressing corruption is among unemployed individuals who are searching for jobs followed by 35% for both employed part time and full time. About 29% and 24% on average perceive the Government to be performing fairly badly and fairly well, respectively, in dealing with corruption.

xi) *Comparative analysis for handling fighting corruption against educational qualification: R5*

The observed distribution between fighting corruption and educational qualification in figure 20 below shows more interesting results. There are no individuals within informal education with the opinion that the Government is doing very badly in combating corruption. Most of those within this category perceive the efforts of mitigating corruption by the Government successful. The percentages comprise 38% for both fairly badly and fairly well categories, and 25% for very well category which is also the highest proportion across different educational qualifications for those optimistic about mitigation measures on corruption. A smaller proportion of individuals remain positive about how corruption is handled, however, least for those who completed university (2%) and primary school only (3%).

Figure 20: Comparative analysis of handling fighting corruption against educational qualification: R5



The general observation is that there is inform distribution in the proportions, across other educational qualifications, at least on the three categories: fighting corruption very badly (35% on average), fairly badly (30% on average) and fairly well (26% on average). The dominant views come from the individuals who consider the Government failing to deliver towards controlling corruption.

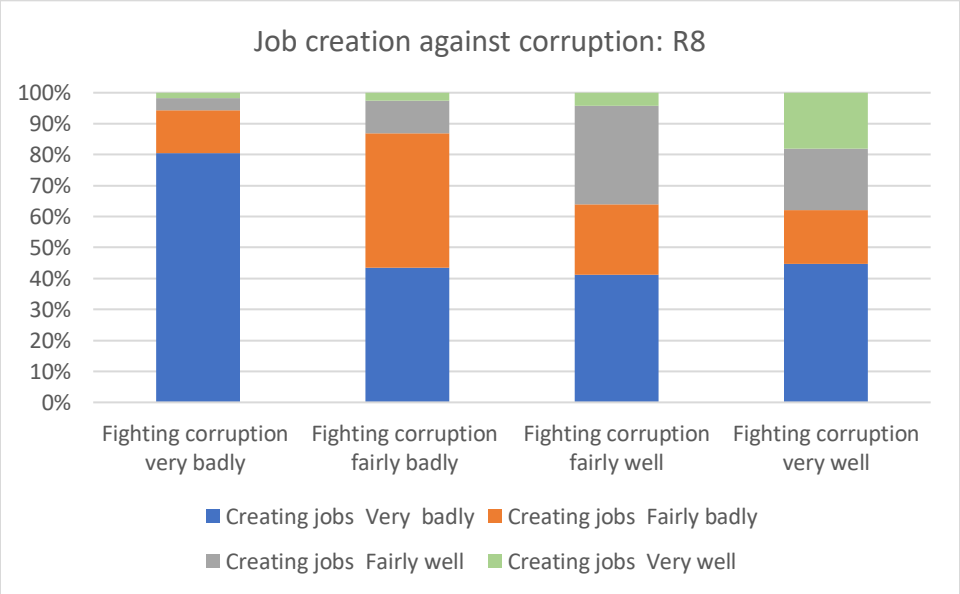
4.5.2 A comparative analysis for Round 8 variables

While round five period, 2011/2013, is said to have been characterised with corruption and unemployment, round eight likewise has the same high levels of unemployment amid covid-19. The period 2019/2021 for round eight is under the administration of Ramaphosa where zero tolerance to corruption has been declared. Based on a different background from round five, round eight Afrobarometer survey brought a different aspect for further analysis for this study.

i) Comparative analysis for handling job creation and fighting corruption: R8

Figure 21 demonstrates the relationship of the perceived high corruption levels and handling of job creation by the Government for round eight. The citizens who consider the Government to be handling job creation and fighting corruption very badly make the highest proportion of 80%. However, the percentages drop for those with the impression that it is handling job creation very badly but corruption fairly badly (43.4%), fairly well (41.2%), and very well (44.8%).

Figure 21: Comparative analysis for handling job creation against fighting corruption: R8



The proportion of those who view handling of job creation fairly badly stays around 20% across all corruption categories except where the citizens also perceive fighting corruption as fairly badly (43.4%). There are fewer citizens who consider handling of job creation to be very well and handling of corruption as very badly (1.8%), fairly badly (2.6%), fairly well (4.2%) and very well (18.1%). Lastly, there is lower proportion of the citizens who regard handling of job creation as fairly well and fighting

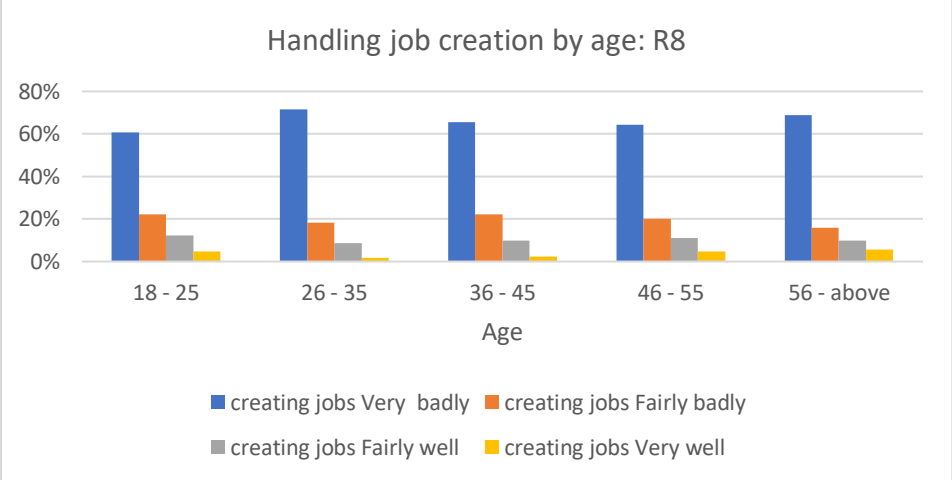
corruption as very badly (1.8%) and fairly badly (2.6%) while the percentages of those considering handling job creation and corruption fairly well and very well are sequentially 31.9% and 19.8%.

In overall, this observation proposes that there is likelihood of a positive association for the perceived high corruption levels and ability of the Government to create jobs. This is manifested by the highest percentage occurring where job creation and corruption are perceived as 'very badly'.

ii) Comparative analysis for handling job creation and age groups: R8

For round eight, the proportion of the citizens considering the Government to be incompetent on creating jobs is high across all age groups, with the highest at age groups 26 – 35 (72%) and 56 and above whereas the lowest is at age group 18 – 25 (61%). The proportion of those considering handling job creation to be very well is least in age groups 26 – 35 (2%) and 36 – 45 (2%) while it is 5% across other age groups.

Figure 22: Comparative analysis of handling job creation against age: R8



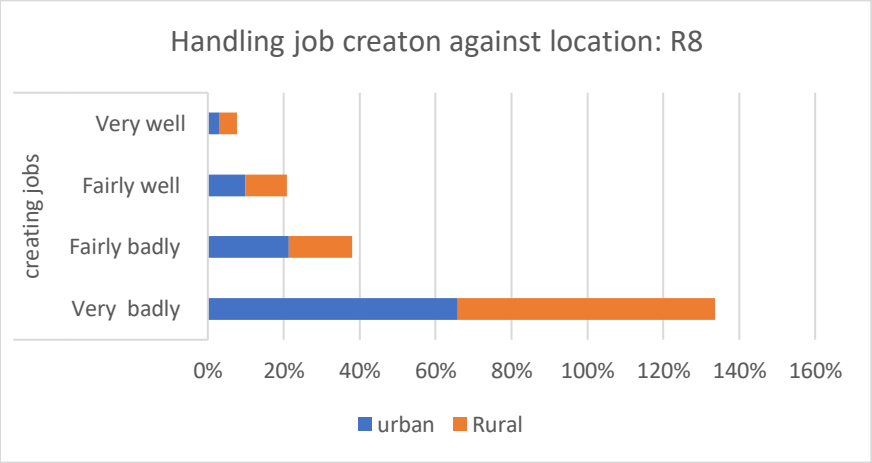
Furthermore, as illustrated in figure 22 above, the ratio of the citizens who consider the efforts on job creation as fairly well is around one tenth across all the age groups while the percentage of those considering job creation as fairly badly is around 20% across the age groups with a minimum of 16% for age group 56 and above. An overall observation is that the challenge of unemployment is regarded unaddressed, and the citizens undermine the efforts of the Government.

iii) Comparative analysis for handling job creation and geographic location: R8

The geographical location is categorised into urban and rural areas. The observed distribution indicates that the Government is perceived incapable of producing job opportunities by most citizens

irrespective of the geographical location as provided in figure 23 below. The percentage of those considering handling job creation as 'very badly' comprises 66% from urban areas and 68% from rural areas. The percentage of those regarding job creation as 'fairly badly' is 21% from urban areas and 17% from rural areas; those regarding job creation as fairly well is 10% from urban areas and 11% from rural areas; and lastly those regarding job creation as "very well" and the least is 3% from urban areas and 5% from rural areas. The citizens from both urban and rural areas regard the ability of the Government to create job opportunities as bad while just a minimal number remain confident with the initiatives of the Government to curb prevalence of high unemployment levels.

Figure 23: Comparative analysis of handling job creation against geographic location: R8

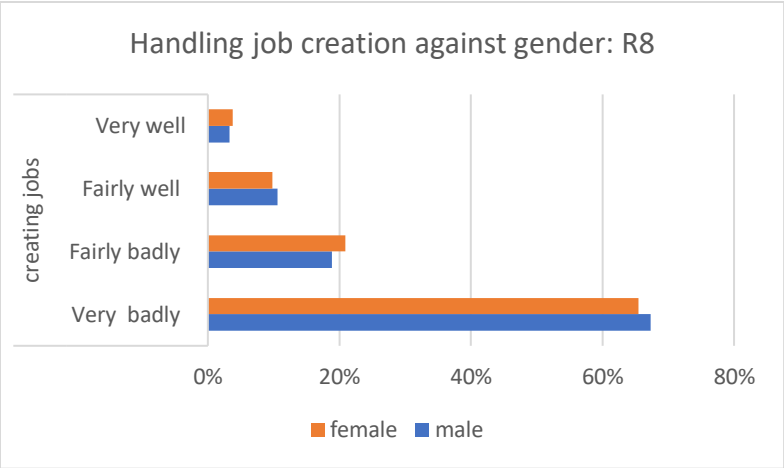


A total of 85% from rural areas and 87% from urban areas are the citizens with the attitude that job creation efforts by the Government have no impact while only 15% from rural areas and 13% from urban areas are content with the advancements on job creation.

iv) Comparative analysis for handling job creation and gender: R8

Gender may have a certain influence on the attitude of the citizens pertaining to the ability of the Government to create jobs. As presented in figure 24, the percentages of males with the attitude that the Government is handling job creation very badly is 67%, fairly badly is 19%, fairly well is 11%, and very well is 3%. The proportion of the females with the view that the government is handling job creation very badly 65%, fairly badly 21%, fairly well 10% and very well 4% are not that different from those of the males. Additionally, more of the males and females perceive the Government incapable to balance high unemployment levels in the country while only less than 3% is satisfied with the initiatives by the Government to drop the levels of unemployment.

Figure 24: Comparative analysis of handling job creation against gender: R8

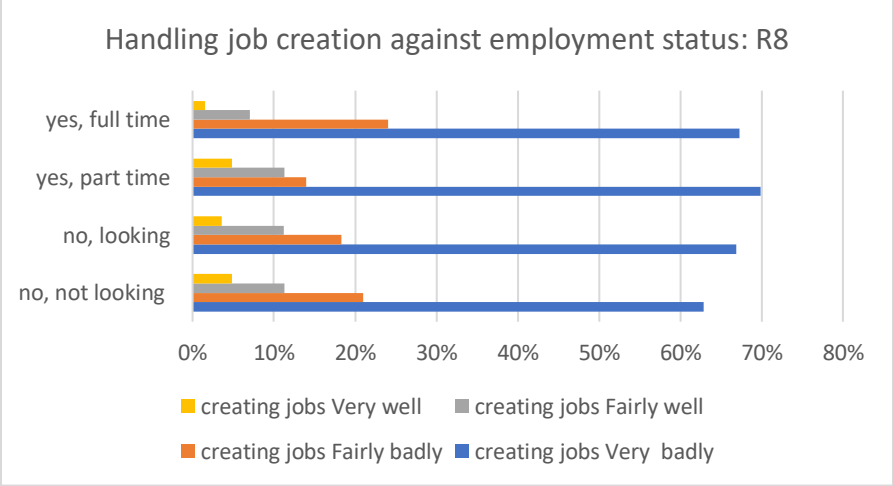


The manifested observation is that the prominent opinion relates to the ability of the Government in handling job creation as bad irrespective of the gender. On aggregate, the proportion of male perceiving job creation bad (86%) is 10% higher than those of the females (76%). Therefore, the males fail to acknowledge the efforts by the Government to create jobs more than the females do.

v) Comparative analysis for handling job creation and employment status: R8

Employment status is important in determining the perceptions on job creation. Figure 25 clearly indicates that initiatives to address the challenge of unemployment are perceived as very bad by the citizens irrespective of their employment status.

Figure 25: Comparative analysis of handling job creation against employment status: R8



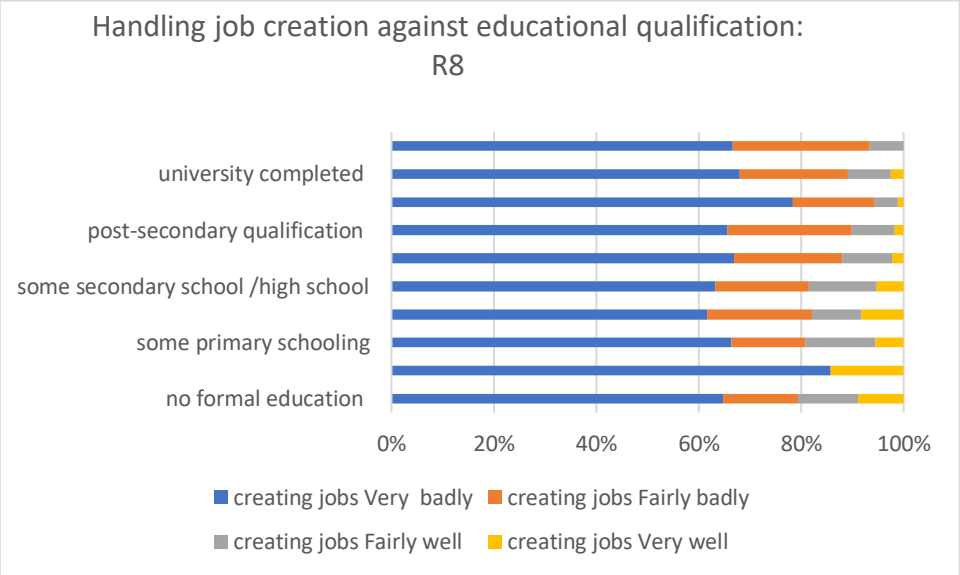
As shown below, 78% of those employed full time still feel that handling job creation by the Government is very bad. Likewise, 67% in both unemployed but looking and full time employed as well as 63% for those unemployed and not looking, think the Government still needs to put extra efforts to expand employment. The percentage of those who believe the Government is doing fairly well remains at 11% across all employment categories except for those employed full time (7%).

The proportion of the citizens who remain positive about the Government's efforts to create jobs is lowest for those employed full time making only 2%, and 5% both for those employed part time, and unemployed and not looking whereas it is still minimum at 4% for those unemployed and looking.

vi) Comparative analysis for handling job creation and educational level: R8

The educational qualification seems not to have any effect on how the citizens perceive the Government on its ability to create jobs as illustrated in figure 26 below.

Figure 26: Comparative analysis of handling job creation against educational qualification: R8



The proportion of the citizens who feel that the Government is handling job creation very badly is very high across all educational qualification categories, where the highest percentage is amongst those with informal education (86%) and at minimal percentage amongst those with primary schooling (62%). Amongst the citizens with a post graduate qualification, no individual perceives that the Government is handling job creation very well. Additionally, the proportion of those who say the Government is doing very well in job creation is lower than 14% across the educational qualification

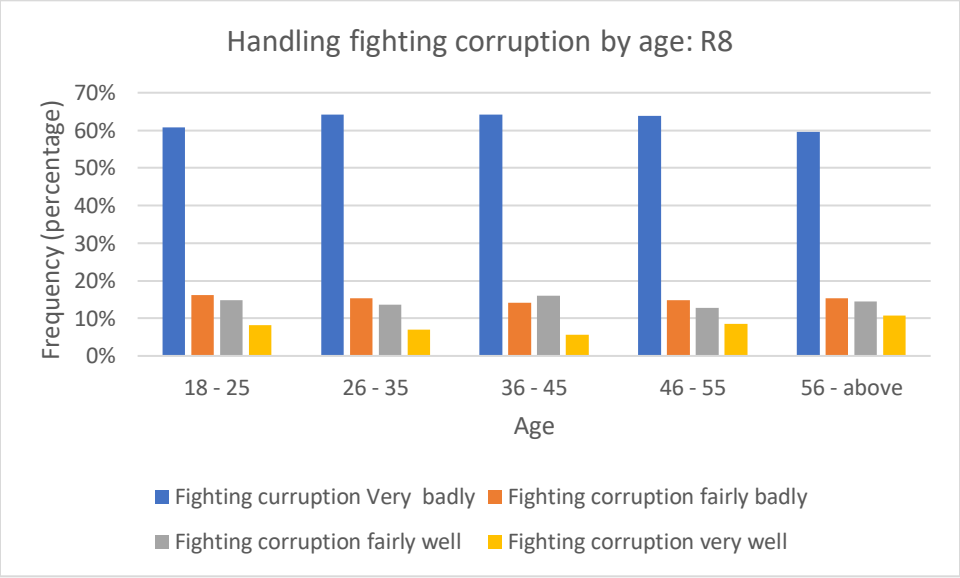
categories. Amongst the respondents with informal education, there is no individual who thinks the Government is handling job creation fairly badly nor fairly well. Moreover, the proportion of the respondents who think the Government is handling job creation fairly badly and fairly well remains below 27% and 14% respectively across all educational qualification categories.

Across all educational qualification categories, the Government is perceived to be handling job creation very badly while those still with a hope that the Government is conducting job creation well accounts for lowest proportions across the categories of educational qualifications.

vii) Comparative analysis for handling fighting corruption and age: R8

Figure 27 displays the perceptions of the citizens of South Africa on corruption based on different age groups for round eight survey as done in round five with reference to figure 16.

Figure 27: Comparative analysis of handling fighting corruption against age: R8



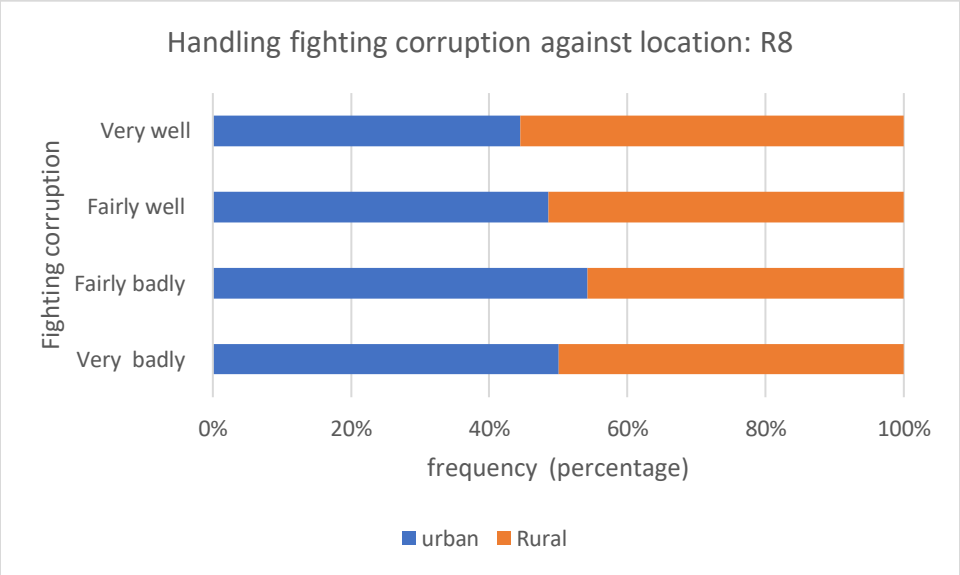
The proportion of the citizens perceiving the Government to be performing very badly in handling corruption is outstandingly high across all age groups with the highest percentage (64%) for age groups 26-35, 36-45 and 46-55 and lowest being 60% for age group 18-25 and 56 and above. While there is very low optimistic percentage (9% on average) across all age groups about handling of corruption, age group between 36-45 remains the lowest (6%). Those who feel that the Government is fighting corruption fairly well and fairly badly make only 15 % on average. In essence, the dominating

perception, irrespective of the age group, is that the Government is struggling to address corruption crisis facing the country.

viii) Comparative analysis for handling fighting corruption and geographic location: R8

The same analysis for round five with reference to figure 17 above is displayed in figure 28 below for round eight to reflect the perceptions of the citizens of South Africa on how the Government is handling the fight against corruption given their geographical location. The highest percentage (63% from both rural and urban areas) in round eight encompasses citizens with the opinion that the Government is handling the fight against corruption very badly. Only 7% from urban area and 9% from rural area hold to the view that corruption is addressed very well.

Figure 28: Comparative analysis of handling fighting corruption against geographic location: R8



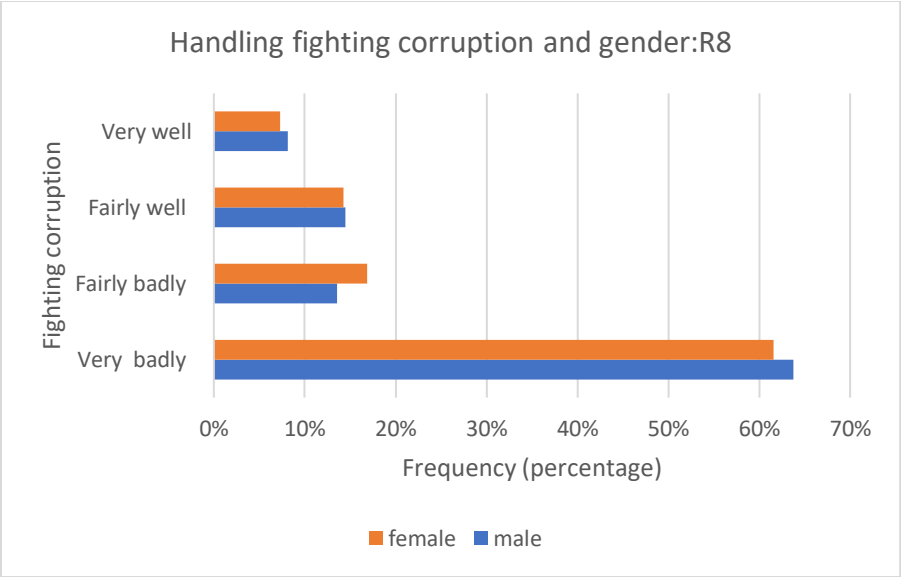
The percentage of those regarding handling of the fight against corruption by the Government as 'fairly badly' is 16% from urban areas and 13% from rural areas while those regarding it to be conducted fairly well is 14% from urban area and 15% from rural area. The general observation is that most South Africans from both rural and urban areas remain pessimistic about the efforts of the Government to address lower corruption levels.

ix) Comparative analysis for handling fighting corruption and gender: R8

Figure 29 below illustrates attitude of the citizens pertaining to the ability of the Government to minimise corruption. The percentage of males (64%) and 62% of females who believe that handling

of corruption is very bad in the country. Furthermore, 14% of the males have the attitude that the Government is handling the fight against corruption fairly bad as well as fairly well in comparison with the females who accounts for 17% and 14% for 'fairly badly' and 'fairly well' categories respectively.

Figure 29: Comparative analysis of handling fighting corruption against gender: R8

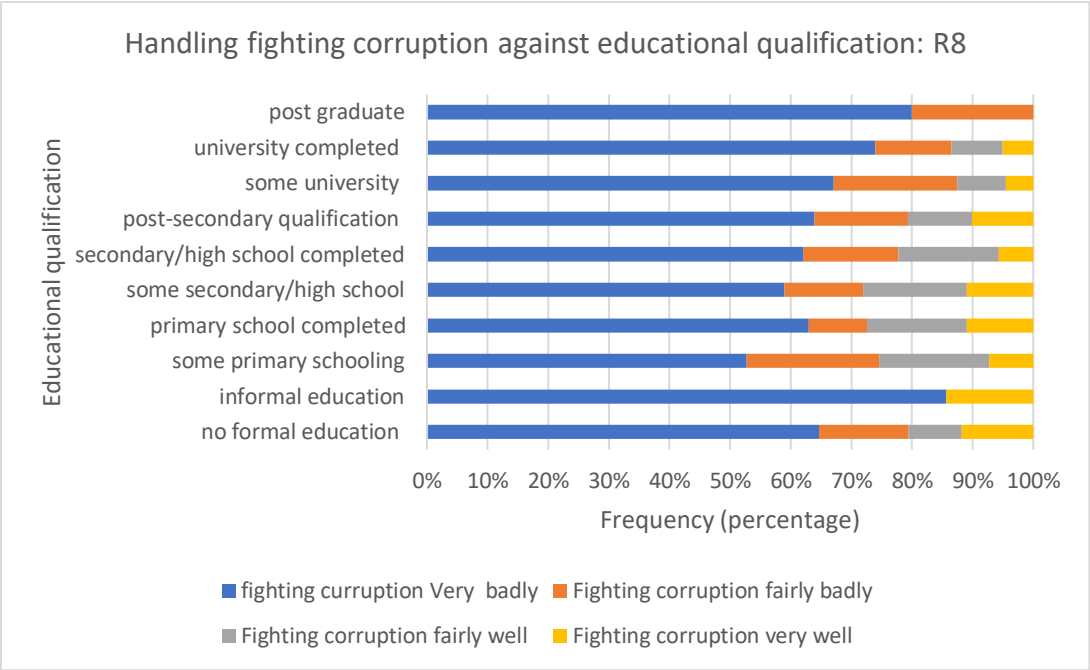


The overall observation is that the results are not far different from those previously discussed above as the dominant view comprises individual who are pessimistic about the efforts by the Government to control for corruption.

x) Comparative analysis for handling fighting corruption and educational qualification: R8

An illustration is made for perception on fighting corruption by the Government of South Africa based on educational qualification provided in figure 30 below. The general observation is that proportion of the citizens with a perception that the Government is performing very badly in handling corruption is dominant across all educational qualifications. People with informal education consists of only two categories, those with the view that the Government is performing very badly (86% as the highest in this category) and very well (14% as the highest in this category). Likewise, those with post graduate also consist of only two categories, individuals with the view that the Government is handling the fight against corruption very badly (80%) and fairly badly (20%). The percentage of those with the view that the Government is doing fairly badly and very well in other educational qualification, apart from the two discussed, ranges between 10% - 22% and 5% - 12% respectively.

Figure 30: Comparative analysis of handling fighting corruption against educational qualification: R8

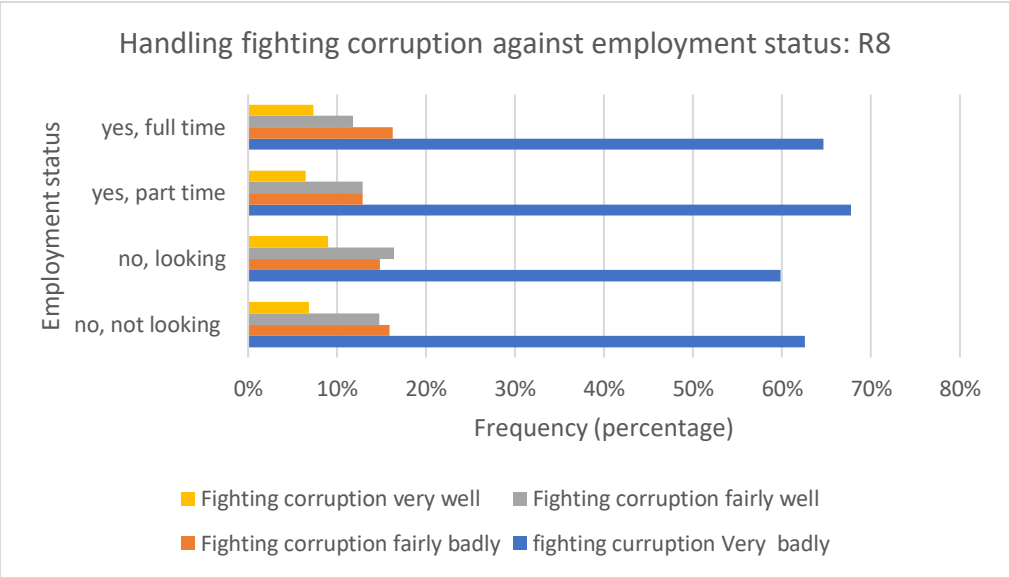


It can be concluded that the level of corruption is perceived high by most South Africans and that the Government is performing very badly towards putting control measures.

xi) Comparative analysis for handling fighting corruption and employment status: R8

Figure 31 also displays the distribution on perceptions of corruption based on employment status of the South Africa citizens. Most individuals with different employment status feel that corruption level in country is handled very badly. To be specific, those employed part time account for highest percentage (68%), while those employed full time, those unemployed but not looking, and those looking make 65%, 63% and 60% respectively. On average, only 7% of the citizens are of the view that corruption is handled very well. About 12% and 16% of those employed full time perceive handling of corruption as fairly well and fairly badly respectively. Likewise, 13% of those employed part time perceive handling of corruption as fairly well and fairly badly. Moreover, 16% and 15% of those unemployed but looking perceive handling of corruption as fairly well and fairly badly respectively. Lastly, 15% and 16% of those unemployed and not looking perceive handling of corruption as fairly well and fairly badly respectively.

Figure 31: Comparative analysis of handling fighting corruption against employment status: R8



Like in other areas discussed above, most citizens of South Africa consider corruption mitigating measures inefficient in the country. Fewer individuals remain positive on the effectiveness of corruption control measures.

4.5.3 Investigation of the association between corruption and job creation

One of the causes of high unemployment is the prevalence of high corruption in South Africa (Gordon et al., 2012). On one hand, many South Africans hold-on to the view that the Government is handling creating jobs badly (Makanga and Msafiri, 2020). On the other hand, more citizens hold the opinion that the Government is doing badly in fighting corruption (Pring, 2015; Keulder, 2021). The analysis above confirms to these observations. However, a scientific test invented by Pearson, the chi -test for independence (Franke et al., 2012), has been useful in confirming a significant association between perceptions on job creation and fighting corruption. To test whether there is association between the perceived high corruption levels and ability of the government to create jobs, the hypothesis is given as:

H0: there is no association between perceived high corruption levels and ability of the government to create jobs

H1: there is significant association between perceived high corruption levels and ability of the government to create jobs

The key variables under consideration for the study are defined as follows:

- 'Handling job creation'
- 'Handling fighting corruption'

The Chi-Square test takes the function:

$$X^{\wedge 2} = \Sigma^{r}_{i=1} \cdot \Sigma^{c}_{i=1} ((0_{ij} - E_{ij})/E_{ij})^2$$

Where $X^{\wedge 2}$ is the chi-square for categorical variables

Σ = Summation sign

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

0_{ij} = the observed frequency in i^{th} row and j^{th} column

E_{ij} = is the expected frequency corresponding to i^{th} row and j^{th} column

The degree of freedom was calculated as r=number of rows and c=number of columns

The calculation for E is given as:

$$Expected\ cell\ frequency_{ij} = (row\ total_i \times column\ total_j)/grand\ total\ of\ all\ cells$$

The ruling for the hypothesis test is based on the *P*-value associated with the chi-square where

- P - value **<** 0.05 → reject the Null hypothesis
- P - value **>** 0.05 → accept the Null hypothesis

i) *Handling job creation and fighting corruption: R5*

Table 6 below displays a cross tabulation of the observed frequencies and expected frequencies (in parenthesis) for handling fighting corruption and handling job creation for round five survey. The observations have been used to calculate the expected frequencies as a process to obtain the chi-square and its associated *P*-value and the results are given below. Additionally, the highest frequency is 396, consisting of the citizens who feel that the Government is doing very badly in handling corruption and creating jobs.

Table 6: Cross tabulation of the observed frequency in round 5 between handling job creation and fighting corruption

Count of RESPNO	Handling job creation				
Fighting corruption	Very badly	Fairly-badly	Fairly well	Very well	**Grand Total**
Very badly	396(260)	123(165)	30(107))	2(17)	**551**
Fairly-badly	153(214)	209(136)	75(89)	15(14)	**452**
Fairly well	124(179)	97(114)	145(74)	12(12)	**378**
Very well	36(57)	22(36)	44(24)	18(4)	**120**
Grand Total	**709**	**451**	**294**	**47**	**1501**

Cross tabulation of the observed frequencies and parenthesis show expected frequencies

The chi-square obtained is $X^{\wedge 2} = 382.17$, where the *P*-value = 8.720E-77 ~ 0.000 **<** 0.05. We therefore reject the null hypothesis and conclude that there is a significant (P= 0.000<0.05) association between the perceived high corruption levels and ability of the government to create jobs. Thus, the research question was found to be permissible for round five Afrobarometer survey for the years 2011/2013.

ii) *Handling job creation and fighting corruption: R8*

Table 7 below encompasses a cross tabulation of the observed frequencies and expected frequencies (in parenthesis) for handling fighting corruption and handling job creation for round eight survey. Similarly, to table 6, the observed frequencies were used to calculate the expected frequencies, the chi-square, and its associated *P*-value.

Table 7: Cross tabulation of the observed frequency in round 8 between handling job creation and fighting corruption

Count of RESPNO	Handling job creation				
Fighting corruption	Very badly	Fairly-badly	Fairly well	Very well	**Grand Total**
Very badly	757(625)	130(187)	37(96)	17(33)	**941**
Fairly-badly	99(151)	99(45)	24(23)	6(8)	**228**
Fairly well	89(143)	49(43)	69(22)	9(8)	**216**
Very well	52(77)	20(23)	23(12)	21(4)	**116**
Grand Total	**997**	**298**	**153**	**53**	**1501**

Cross tabulation of the observed frequencies and parenthesis show expected frequencies

Moreover, the observed frequency is at highest value where the citizens who perceive handling of corruption as 'very badly' also perceive handling of job creation to be 'very badly'.

Obtained chi-square test results: $X^{\wedge 2} = 382.68$, where the *P*-value = 6.771E-77 ~ 0.000 **<** 0.05. The results (P = 0.000 < 0.05) suggested that we reject the null hypothesis and accept the research hypothesis as probably true that there is a significant association between the perceived high corruption levels and ability of the government to create jobs. We therefore conclude that there is a

relationship between perceptions of corruption and unemployment for the period under consideration, i.e., the years 2019/2021 for round eight of the Afrobarometer survey.

iii) *Overall remark on the test for independence*

Previous studies that interrogated the independence between corruption and unemployment found that the high levels of corruption were evidenced to be associated with persistent high unemployment level in Kenya (Onchari, 2010) and bureaucratic corruption was found to have a positive effect on unemployment in India (Dwivedi, 1967) while the citizens of South Africa perceived that high corruption levels prevail in the country (Matters, Keulder, and Chikwana, 2003). These findings are compatible with the results found in our study. The test for the relationship between perceptions of corruption and unemployment is significant for both round five and round eight Afrobarometer surveys. Thus, it is scientifically evidenced that the null hypothesis in both cases is rejected in favour of the research hypothesis as probably true that "there is significant association between perceived high corruption levels and ability of the government to create jobs".

4.6 Executive Summary of the results

The distribution of the variable on handling job creation displayed in figure 1 and 2 reflects that many of the citizens in South Africa are of the view that the Government is doing badly in creating jobs across the two data sets, round five and eight. Based on the obtained results, we share the same sentiments with (Chingwete, 2015) that there is a higher proportion of the citizens with the perception that the Government is doing badly in handling job creation. The numbers hiked from 77.29 % to 86.27 % between 2011/2013 and 2019/2021 surveys respectively based on a four-point scale where 1=very badly and 4=very well. This behaviour is further revealed by the positive skewness reported in the descriptive statistics in table 2 for both round five and eight. The distribution remains right skewed for both data sets, as illustrated in figure 3, for there are few citizens with the opinion that the Government is doing well in creating jobs in both data sets hence making a right tail in the distribution. Moreover, the mean, mode and median of the variable on 'ability of the government to create jobs' in both round five and eight testify that the most prominent, common, and frequent perception among the citizens is that the Government of South Africa is doing badly in handling job creation.

The analysis pertaining to the variable on handling corruption displayed in figure 4 and 5 reflects that most of the citizens in South Africa are of the view that the Government is doing badly in handling corruption in both round five and eight. This is indicated by the 10% increase between the two surveys,

in 2011/2013 and 2019/2021, from 77.29 % to 86.27 % based on a four-point scale where 1=very badly and 4=very well. The same pattern is observed by (Mattes et al., 2003) using round two data of the Afrobarometer survey for the period 2002/2003. Furthermore, the measure of central tendency (mean, median and mode) and dispersion (standard deviation and skewness) qualify the observed results. The positive skewness reported for round five and eight is an indication that more responses are concentrated towards the view that the Government is doing very badly in creating jobs whereas fewer individuals are optimistic and consider the Government to be doing well in job creation as displayed in figure 6.

A more encompassing analysis is made, as illustrated in figure 7 and 8, to observe the behavioural trend in the key variables covering the period 1999 to 2021 for round one up to round eight Afrobarometer surveys. Firstly, the observed pattern in the variable on handling job creation shows higher proportions of the citizens with the perception that the Government is doing very badly and fairly badly in job creation across all the years. It is also revealed that a smaller proportion still have an attitude that the Government is doing very well in handling job creation. Secondly, across round one to round eight, similar behaviour is observed with the variable on perceived corruption levels. The highest proportion of the citizens with the view that the Government is doing very badly in fighting corruption is in round eight as well as in round six and seven. For both variables on handling corruption and creating jobs, the citizens believe that the Government is inefficient.

A comparative analysis made between the variables on handling corruption and creating jobs shows a likelihood of a strong association. People who perceive that there is high corruption are more likely to say that the Government is handling job creation very badly. The percentage in that category is the highest compared to other categories for both round five and round eight as indicated in figure 9. The same pattern is observed in figure 14 for the variable on handling corruption. Introducing demographic variables provided further insides to the analysis. The proportion of the citizens who perceive the Government to be handling corruption and job creation as very badly remains high irrespective of the gender, age, geographic location, employment status and educational qualification. Similar results were observed in the studies by (Makanga and Msafiri, 2020; Lloyd and Murray, 2013; and Asiamah et al., 2021). In 2011/2013 (78%), the more educated citizens perceived the Government to be doing well towards job creation than in 2019/2021 (67%), but the opposite holds with less educated people. With age, there is no noticeable change in the proportions.

Lastly, we established the existence of a significant association between corruption and unemployment where the perceived high corruption levels and ability of the government to create jobs are used as proxies. The study made use of the categorical data therefore adopted a chi-square test for independence as a preferred test to establish the association between the two variables. The *P*-value associated with the Chi-square value suggested that we reject the null hypothesis at 0.05 level of significance in favour of accepting the research hypothesis as probably true. We draw a conclusion that there is a significant association between perceived corruption levels and ability of the government to create jobs for both round five and eight. These results are based on a four-point scale where 1=very badly and 4=very well. These results support the empirical puzzle for this study that many South Africans perceive the Government to be doing very badly in fighting corruption as well as in handling job creation. As a result, the way a person perceives how the government is handling corruption is more likely to influence the perception on how it is handling job creation.

4.7 Conclusion: presentation of the data

Chapter four has defined the null hypothesis and the alternative hypothesis. The variables of interest have been defined with the perception of handling fighting corruption and job creation as the main variables of interest. Drawing from the descriptive data analysis, the observation is that most South Africans perceive initiatives by the Government to create jobs and to fight corruption as inefficient. A test for association is defined and the results point to a rejection of the null hypothesis, hence a significant association between the two variables, perceptions of job creation and fighting corruption.

CHAPTER FIVE

INTERPRETATION OF THE RESEARCH RESULTS

5.1 Introduction

This chapter provides the meaning behind the obtained results in relation to the research hypothesis as well as the theoretical concepts discussed in chapter two.

5.2 Analysis of the research

The sampling has incorporated two different eras starting with the period 2011/2013 when corruption was perceived to be very high under the presidency of Zuma (Lekalake, 2015) concurrently with prevalence of high unemployment levels. The second era is the period 2019/2021 under the presidency of Ramaphosa where measures to control corruption are prioritised as well as the period when unemployment level has been at its peak (Statistics South Africa, 2021) in the country exacerbated by Covid 19 (Kaur, 2021). The two periods have made a provision for the study to have diversified opinions of the citizens under varying environmental backgrounds. This enables the investigation on the perceptions of the citizens to be approached from different eras with varying characteristics.

The main objective of the study was to answer the research question on exploring the link between the perceptions of corruption levels and the prevalence of high unemployment in South Africa. Various studies (for example, Dwivedi, 1967; Gordon et al., 2012; Bouzid, 2016; Lim, 2018) have used different approaches varying from descriptive analysis, comparative analysis, panel data analysis focusing on cross country regressions, and alike. In this study, the chi-square test for association is adopted as a scientific statistical test for independence for the two categorical, the perceived corruption and perceived ability of the Government to create jobs. A study by Ali, Afzal, and Israr, (2014) have adopted the same test to investigate the association between perceived corruption and unemployment. This is an adequate test in dealing with a single based country categorical data analysis. The chi-square test results (P=0.000) suggested that we reject the Null Hypothesis that 'there is no association between perceived high corruption levels and ability of the Government to create jobs' in favour of the research Hypothesis that 'there is a significant association between perceived high corruption levels and ability of the government to create jobs'. The implication behind the ruling in favour of the research Hypothesis is that the study itself is permissible. Furthermore, the results found

in the study build to the evidence of the existence of a significant link between perceived high corruption levels and ability of the government to create jobs amongst South Africans for the surveys conducted during the years 2011/2013 and 2019/2021. In a simple language, this implies that the citizens who perceive the levels of corruption to be high are more likely to perceive unemployment to be high. This could be a bad sign for consideration by the Government on how it is conducting its initiatives towards job creation and fighting corruption.

The analysis on perceptions of unemployment revealed that the citizens in South Africa perceive unemployment level to be very high and more to that, the dominant opinion (52.5% on average for round 1 to round 8) is that the government is doing very badly to address this challenge by at least by creating more job opportunities. The findings align with other studies (Chibba and Luiz, 2011; Mosala et al., 2017; Ferreira and Rossouw, 2016; Statistics South Africa, 2021) which showed that a challenge of high levels of unemployment has been continuous in South Africa for almost three decades. One of the astonishing findings amongst the people in the African continent is that about three quarters of them view their governments as failures in closing the existing job gap (Makanga and Msafiri, 2020) with South Africa no exception as revealed in the analysis for this study that in both data sets, more citizens perceive the government to be doing very badly towards job creation. Their confidence in the ability of the government towards creating jobs continues to drop between the two periods. High unemployment levels in the country, which is not getting any better accompanied by other unfavourable factors like corruption, causes people to lose hope in the efforts by the Government towards economic growth (Nkomo, 2017).

As indicated above, the two variables in question, high levels of corruption and unemployment, are associated. Furthermore, the analysis on how the Government is handling corruption highlights that the number of citizens who think the Government is doing badly in handling corruption has been high over the years with an average of 41.84% for round 1 until round 8. This includes the period under the presidency of Ramaphosa where efforts to curb corruption got prioritised. The numbers of the citizens with the attitude that the Government is doing badly in handling high levels of corruption are higher (60.5% in 2019/2021 survey) during the tenure of Ramaphosa (2018 to date) compared to 35.4% (in 2011/2013 survey) observed during the tenure of Zuma between the years 2009-2017 where corruption was considered prominent. This is observed irrespective of the improvement in the CPI, as provided by the World Bank, during Ramaphosa (CPI: 43 between 2018-2019, improved to 44 between 2021-2020, dropped to 43 in 2022) against the CPI recorded during Zuma (CPI: 45 in 2010

dropping to lowest recorded, 41 in 2011, 42 in 2013, 43 in 2017). Based on the observed increase in the proportion of the citizens who perceive the Government to be doing badly in fighting acts of corruption, the implication is clear, the efforts by the Government to fight corruption have not yet met the expectations of the public. The other possibility could be that the long-term effects of alleged Zuma corruption persisted. One of the expectations from the establishment of the Zondo commission was to witness prosecution and imprisonment of those who acted against the law. However, the justice system in the country has more than often been easy when it comes to those in power and with connection to the politicians (February, 2019). They always 'get away with murder'. Corruption continues to remain a challenge in South Africa. The corruption score worsened in 2011 (Roodt, 2020) but improved in 2019 as indicated in the Transparency International (2021). Patel and Govindasamy (2021) maintains that the citizens in South Africa still view the prevalence of corruption very high in the country, especially among civil servants. This in turn impacts on the ability and performance of the government to deliver resulting in dissatisfaction and loss of confidence in the government (Nkomo, 2017). Once a nation starts losing hope in a government, it is an alarm that calls for self-evaluation. Any government would act with all necessary caution to avoid putting its supremacy at stake.

The analysis for the study introduced the demographic variables on gender, age, geographical location, educational qualification, and employment status to disclose more informed insights on the levels of unemployment as a major challenge facing South Africa. The observed findings suggest that corruption and high levels of unemployment are perceived to be handled very badly in both data sets irrespective of the introduced demographic variables. However, in round five, perceived unemployment levels are high in age 46 and above while in round eight, the levels are high in age groups 26 – 35 and 56 and above. The results by Asiamah et al. (2021) show high perceived unemployment level amongst educated young and older people whilst youth feel neglected by governments for not being offered sufficient employment opportunities. Furthermore, between round five and eight, there was a 10% increase in the proportion of the males perceiving job creation efforts unfulfilling their expectations. While males are more exposed to bureaucratic corruption (Justesen and Bjornskov, 2014) if they remain unemployed, they are likely to become a source of civil violence (Cincotta et al., 2003). As high reported levels of unemployment continue to affect youth (Statistics South Africa, 2019), it is a wake-up call to fast track youth empowerment through establishment of youth job programmes and platforms to raise their voices. Additionally, there is an increased

proportion of discouraged people, about the initiatives of the Government on job creation, from rural areas (12% increase) than in urban areas (8% increase) between round five and round eight. This signals that job creation efforts should not just concentrate in urban areas as citizens from rural areas feel more neglected. Makanga and Msafiri (2020) as well highlights that job creation initiatives in Africa are perceived ineffective mostly by citizens from rural areas and young people. This could be due to low employment opportunities in rural areas.

5.3 Conclusion: Revealing the meaning behind the results

The study has basically disclosed the knowledge and provision of insights of how the citizens perceive corruption in relation to unemployment. As it stands, there is a statistically significant association between the two variables. Therefore, the Government ought to take precaution and always be informed about the views of its citizens regarding how it is handling corruption and creation of jobs. The government would not want to be ranked highly corrupt as it destabilizes investment opportunities in the country hence negatively impacting on economic growth. The Government ought to seek measures to promote the fight against corruption and lower high unemployment levels for the benefit and progression of its population, the economy and protect its own reputation. The Government ought to tighten the anticorruption initiatives to avoid history from repeating itself in losing most critical areas during elections like it did in 2016 and in the recent local government elections. The harm done by corruption in the country needs an "an improved constitutional democracy" attainable in the long run (Bracking, 2018: p.169).

CHAPTER SIX

CONCLUSION AND RECOMMENDATIONS

6.1 Conclusion and recommendations

The main objective of the study was to explore the link between the perceptions of corruption levels and the prevalence of high unemployment in South Africa. The study established that the perceptions of corruption levels and the prevalence of high unemployment have a significant relationship. The observation is that for the last two decades, i.e., over the eight rounds of the Afrobarometer surveys, there has been an increasing proportion of the citizens with the opinion that the performance of the Government in handling job creation and fighting corruption is bad. This simply indicates that people of South Africa lost hope in their government over the years as far as unemployment and corruption in place.

The study further examined unemployment trends in South Africa and gathered from the literature that the levels of unemployment have been persistently high in the country, but mostly high during the COVID-19 pandemic, corresponding to round eight survey. In addition, the analysis on the perceptions of the public on the ability of the Government to create job opportunities, as another objective, was conducted to observe the trend on perceptions of unemployment across all eight rounds of the Afrobarometer survey, while details assessment for round five and eight was conducted. The trend in the perceptions of unemployment indicates that the proportion of the citizens with the view that the Government is handling job creation badly has been higher than that of other categories across the years, and while the highest was in round eight, the minimum was in round four. Moreover, things seem to be tighter in the tenure of Ramaphosa than during the tenure of Zuma. The number of the citizens who remain pessimistic on the efforts of the Government to create more jobs increased. This is a clear sign that the Government's efforts on job creation are undermined by the public. The Government needs to put extra efforts to aid economic growth which will yield job opportunities as well as engaging the public in its initiatives to promote and instil a sense of ownership and appreciation of such initiatives.

The investigation on the association on perceptions of corruption levels and high levels of unemployment provided the results that shows a statistically significant (P=0.000) relationship. Therefore, we can conclude that perceptions of corruption are associated with the perceptions of high unemployment rate. Moreover, the analysis on corruption levels unveiled that corruption has always

been perceived high in the country across the eight rounds of the Afrobarometer surveys, with round eight bearing the highest percentage. The tenure of Ramaphosa which was declared to curb corruption has the worst perceived corruption level. People have not yet felt the effect of the anticorruption initiatives made and are not yet convinced that the efforts are effective. As a way of advancing, the Government judicial system should be transparent and law enforcement work without discrimination across all those found involved in acts of corruption and by so doing, realise enhanced and efficient constitutional democracy. This will rebuild confidence in the public to achieve what Bracking (2018, p.169) labelled as a "public-focused social order". Furthermore, collective engagement of the citizens and all stakeholders in the fight against corruption accompanied by improved and publicity reporting of all matters relating to corruption has more likelihood to yield positive results (Kewasa, 2016). The citizens would regain trust in the Government and in return the Government would have protected its credibility and reputation.

A successful minimisation or preferably a complete elimination of the acts of corruption would not only give hope to the nation, but would also reduce the levels of unemployment, restore a conducive climate for investment, make realisation of the economic development and democracy possible, and make South Africa a great country where poverty alleviation and minimised income inequality are achievable. All problems caused by corruption discussed in the literature would gradually fade away.

The study analysed categorical data through quantitative data analysis. In this, descriptive statistics was adopted. Additionally, a qualitative data analysis was used to describe the results and compare the outcomes. Furthermore, the evidence of association between unemployment and corruption, using the proxies, was investigated using the Chi-square test for independence. This is introduced in this study and contributes to the scientific statistical tests suitable for categorical data analysis. Due to limited time series data on corruption and unemployment, most studies adopted a cross-sectional approach, therefore making use of panel data analysis. While the study applied inferential statistics through the chi-square test for independence, the results could only indicate a possibility of a significant association between perceived high corruption levels and job creation. However, the Chi-square test is limited only in revealing the association and provides for further opportunity to investigate the causality and the effect of corruption on unemployment. Therefore, once the data allows for more informative inferential quantitative analysis (e.g. a linear regression analysis with at least 35 observations for unemployment as an example) for a single based country analysis, it will be an opportunity for extended research different from using the cross sectional analysis.

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