

Study on the Social Policy and Right to Work in Public and Private Sectors in South Sudan

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ABSTRACT

Employment in public and private sectors constitutes the right of every qualified and skilled or experienced personnel. However, the phenomenon of unemployment is increasingly realized among the youth and women due to a couple of hurdles including administrative malpractice and ineffective leadership. A 6-month descriptive study was conducted to explore relevant legal frameworks and the right to work, identify the causes of unemployment and determine the employment contour for sustainable development of workforces in South Sudan. Desk reviews, key informants' interviews (KIIs) of 300 respondents and observations were performed. Moreover, legal instruments were consulted. The results revealed that employment and socio-political rights were unequally distributed. They are subtly associated with material wealth and income. Empirical and regression analyses suggested that the high unemployment rate, the poor bear the brunt, as notable inequality generates a sense of exclusion and alienation. Administrative malpractice and leadership crisis in public and private sectors remain unabated policy issues. Therefore, employment policy makers are urged to develop a projection that supports equitable resources allocation. Political leadership is recommended to adopt inclusive and updated employment policies to enhance public and private sectors reform in South Sudan.

KEYWORDS: *Employment policy, right to work, income, prosperity, South Sudan*

1. INTRODUCTION

Employment and recruitment in any institutions or organizations serve as basic determinants of individual's socio-economic safety (Al-Rashidi, 2009). However, such a supposition needs a validation through imposition of contemporary policies in light of the globalization trend. As such, everyone has this right to work and does any lawful job based on his/her competence, and access to equal sharing of wealth according to gender equity, gender equality and mainstreaming (Badri, 2008). Accordingly, the right to work under equitable and satisfactory conditions and to receive equal pay for equal work is imperative (ACH&PR, 2018). Therefore, equality of opportunity needs specific actions to be undertaken to move beyond formal equality, ensuring that disadvantaged groups can enjoy the same opportunities as other physically normal individuals (Quinn and Degener, 2002).

Apparently, an unconditional right to work is not only a desirable political goal, but also an essential requirement should there be social orders conducive to survival, liberty, and self-actualization for all human beings (Gill, 1990). All these imply that to be a meaningful human, one must participate freely, as an equal, in the work system of the human group of which one plays a prescribed role and responsibility. Basically, all capital and property are commonly ours to use and every possession is for the sake of self-sufficiency. This implies that no everybody has a property owner, a right to work has been enshrined in the *Universal Declaration of Human Rights (UDHR)* to allow everybody to attain an adequate standard of living (Alfredsson and Eide, 1999), who state that property can serve as the basis for the entitlements that ensure the realization of the right to an adequate standard of living.

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In South Sudan, unemployment rate has been increasingly dominant among the youth and women. An estimate has shown that 72% of the population is youth under the age of 30 years old (NBS, 2009). However, most of them seem to be uneducated and underemployed, a recipe for insecurity, criminality and continued underdevelopment if not addressed (Bello, 2011). Employment of graduates and the public at large in the public sector seems to be a constitutional right that demands continued and frequent review in the constitution and regulation of the public services to address any emerging constraints. In Nigeria, it has been found that a reduction in the graduate unemployment is possible through the entrepreneurship development (Fajana, 2000; Johnson, 2013). Nevertheless, influx of Internally Displaced Persons (IDPs) and repatriation of refugees are expected to exacerbate unemployment situation in South Sudan. Let alone the experience of job-seeking East Africans that may likely cause steep competition and bottlenecks in the job market for the nationals. Major challenges of unemployed individuals in South Sudan in particular and around the world in general have been reviewed (Akashraj and Atem, 2020). As such forward planning and intensive skills training for capacity development and employment policy in both public and private sectors ought to be expedited in the country.

Apparently, at the global level progress has been made on all aspects of recruitment and employment. This is particularly displayed in human asset development for innovation, technology transfer to achieve the global Sustainable Development Goals (SDGs) of 2030, the African continent agenda of 2063 and the South Sudan vision 2040. Not surprisingly, the rapid development and the requirement for high flexibility, right to employment and prudent economic management policy have become the subject of many changes (Jana, 2015). Above all, resources and wealth need to be used rightly administered and utilized properly for the common good. Hence, human person ought not to regard external goods as his/her own, but also as common so that a person should readily share them when he/she realizes others are in need (Drzazga, 1990).

A few studies have been conducted in the country to investigate the employment contour for delivering quality services through public and private sector reform. As such, the purpose of this study is to explore the determinants of employment and recruitment for inclusive and holistic reform in public and private institutions in South Sudan.

2. Research Methodology

2.1. Study Area

A 6-month descriptive study was carried out as of January 2021 to June 2021 in various public institutions across South Sudan. These institutions included National Ministries of Labour; Public Service and Human Resources Development; Finance and Planning; Agriculture and Food Security; Higher Education, Science and Technology; and General Education and Instruction, University of Juba, the National Legislative Assembly. Some private sectors at the national and state level were also incorporated.

2.2. Sample Size

A total of three-hundred (300) respondents aged 15-65 years old of both sexes were randomly selected. They were divided proportionately into the different type of occupations representing public organizations and private businesses at national and state levels.

2.3. Sample Design and Sampling

Pragmatic qualitative research was used (Patton 2002). Key Informant Interviews (KIIs) on the causes of unemployment and questionnaire based on age, education, employment policy, right to work, income, socio-economic welfare were undertaken.

2.4. Data Collection, Management and Analysis

2.4.1. Qualitative and quantitative approach

Both qualitative and quantitative were approached using primary and secondary sources (Creswell, 2013). These approaches included conventional quantitative indicators of employment policy, income, value of human work and dimensions of education, and how does level of education relate to job market and income particulars. Quantitative data analysis with IBM SPSS 17, 18, and 19 was employed (Bryman and Cramer, 2011). STATA data analysis and Statistical Software to manage, analyze, and produce graphical visualizations of data were also used. This is intended to examine the data patterns as data science was selected for facts gathering, management and analysis is largely appropriate (Levmore and Fagan, 2021). Level of significant difference is taken at $P < 0.05$.

2.4.2. Empirical Models

Correlation between employment and individual economic welfare from frequent cross-sectional data perspective was empirically examined. Logical framework models were used to ascertain whether a correlation between employment and income and individual prosperity exists.

2.4.3. Analytical Framework and Empirical Strategy

Both analytical and descriptive studies were used to collect data from respondents in relation to employment policy, right to work, income and economic security. The grounded theory approach of open coding, axial coding, and selective coding was used (Corbin and Strauss, 1990) to facilitate analysis

and interpretation of data (Corbin and Strauss, 2014). Frequency distribution, percentages, and logical framework approach were presented.

2.5. Ethical Considerations

Ethical approval and the informed consent of respondents were obtained prior to conducting the study.

3. Results and Discussions

3.1. Social policy and the right to work

Social policies play an instrumental part in all aspects of societal life and they are not only concerned with the life-sustaining activities that ensure minimum basic needs, but also with life-enhancing activities, which stimulate human potentials (Graham *et al.*, 2000). In this study social characteristics of respondents showed the least 13% fell under age group of 56 – 65 years old compared to 26% of higher age group of 26-35 (Table 1). This higher age category could obviously reflect a dynamic and instrumental age scenario as indicated by the report of National Bureau of Statistic, which estimates that 72% of the population across South Sudan is youth under 30 years old (NBS, 2009).

Table 1: Age group of respondents in public and private institutions

Age Group (years)	Frequency	Percentage (%)	Cumulative (%)
15 – 25	42	14.0	14.0
26 – 35	78	26.0	40.0
36 – 45	75	25.0	65.0
46 – 55	66	22.0	87.0
56 – 65	39	13.0	100.0
Total	300	100.0	

Moreover, the educational levels of respondents showed that 17%, 23%, 13% and 23% got access to Primary, Secondary education, Diploma and Bachelor degree, respectively compared to 12% master's and 3% PhD degrees. Obviously, 9% of the overall respondents had no formal education (Table 2 and Figure 1). Not surprisingly, non-educated individuals are sufficiently disadvantaged in the labour market. This is attributed to the fact that illiteracy limits individual competition in the job market. Desk study has disclosed that the risk of being poor correlates highly with person's education. Seemingly; the type of education provided at schools and the requirements of the labor market is one of the reasons of youth unemployment (ILO, 2012).

Table 2: Educational levels of respondents in public and private institutions

Education Level	Frequency	Percentage (%)	Cumulative (%)
None	27	9	9
Primary	50	17	26
Secondary	68	23	49
Diploma	40	13	62
Bachelor	70	23	85
Master	35	12	97
PhD	10	3	100
Total	300	100	

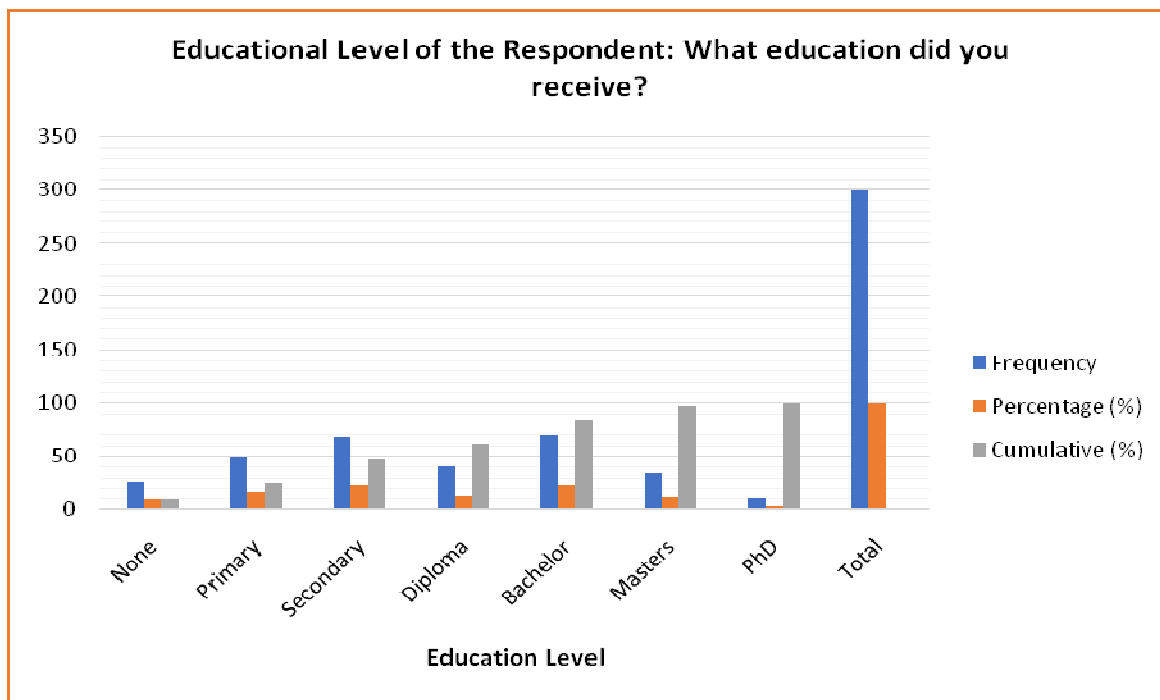


Figure 1: Education level of respondents.

On the other hand, regression analysis shows a significant difference ($P < 0.05$) in support for evidence that correlates between individual level of education achieved and income. This is substantiated by regression of income against years of education (Figure 2).

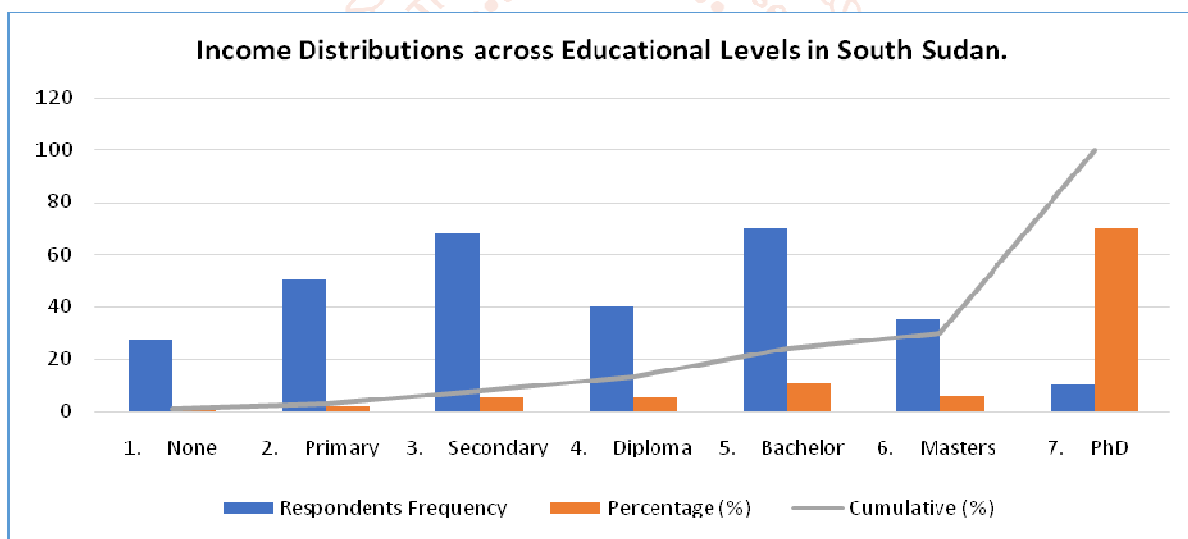


Figure 2: Educational level and income of respondents.

The analysis indicates that an individual’s participation in the labour force, his or her occupation, the frequency of employment, the number of hours worked and the wage rate received are all affected by the schooling the person has attained (Kuol, 2019). As we observed earlier in this study, person’s economic security depends not just only on whether one works, but also on how much one works, the type of the occupation and type of the institution (public or private) and what wage rate a person is being paid. Thus, the lack of access to education and limited opportunities to increase and improve one’s skill set inhibits social mobility and impedes economic prosperity of a worker.

The empirical functions, by education level dynamically, show a correlation between education attained and individual income. The median spell duration for individuals with primary schooling is 6 years. Data analysis has shown statistically significance ($P < 0.05$) in support of preponderant evidence of a correlation between level of education achieved and income. The regression indicates that the income levels compared between individual with university degree and somebody with primary certificate are variants. The statistical models using a sample of 300 respondents, and the detailed results are depicted in Figure (2).

Model 1: This model examines the income distributions across educational categories. The regression revealed that someone with PhD degree earns about 288,470.1 South Sudanese Pounds (SSP) compared to a leaver of

primary certificate (1,850 SSP) and none educated individual (1,248 SSP). Ostensibly, there is growing evidence that educated person has better chance to get employment. The incentive is that education leads to positive change in person's socio-economic condition. The causal relationship between education and economic is that the higher educational qualification attained contributes positively to worker's income in many ways. It increases people's productivity by expanding their knowledge and skills.

Model 2: This model focuses on income distributions across educational category. Income distributions across educational categories analyses revealed that the relationship between years of education and income was statistically significant. The positive effects of the said variables still hold as with individual economic prosperity. Indeed, reasonable argument that needs to be advanced here is that creditable education is a sure route to economic security. It is observed that illiterate people and unskilled individuals are disadvantaged in the labour market and so, on one hand. On the other hand, the study has revealed that wealth is distributed very unevenly in South Sudan (Ranci, 2012). Thus, some are poor and some people live in luxury and the most unfortunate live in total misery. Among the wealthiest it has been reported that 20% and 27% live primarily on wages and salaries (NBS, 2009; Bromley, 2021). In 2016, poverty rate at national poverty line for South Sudan was projected to trend around 82.3%, a **31.7% increased** from **50.6%** in 2009 - growing at an average annual rate of 13.38% (World Bank-South Sudan Overview, 2016 and World Data Atlas South Sudan Poverty). Educational quality and individual competency contribute to productivity and competitiveness of a person in the labour market, hence, leading to greater economic development, as well as increment in the total size of the economy, which may lead to the occurrence of economic growth in the largest sectors of the economy (Kuol, 2017).

Table 4: Agency Practice

S/No.	Variable	Frequency	Percentage (%)	Cumulative (%)
1	Good	70	23	23
2	Poor	113	38	61
3	Fair	81	27	88
4	None	36	12	100
Total		300	100	

Table (4) suggests that the higher (38%) of respondents think that practices of their agencies are poor compared to 12% of none.

Table 5 reveals income distributions across educational level which was statistically significant.

Table 5: Respondent's Income Distributions across Educational Levels in South Sudan

S/No.	Variable	Respondents Frequency	Income Frequency	Percentage (%)	Cumulative (%)
1.	None	27	33,696	1.0	1.0
2.	Primary	50	92,500	2.0	3.0
3.	Secondary	68	202,300	5.0	8.0
4.	Diploma	40	195,000	5.0	13.0
5.	Bachelor	70	455,000	11.0	24.0
6.	Master	35	262,500	6.0	30.0
7.	PhD	10	2,884,701	70.0	100.0
Total		300	4,125,697	100.0	

Table 6: Employment Policy in South Sudan

Variable	Frequency	Percentage (%)	Cumulative (%)
Such Employment Policy never exist	143	48	48
Employment Policy is liberal	97	32	80
Employment Policy is restricted	49	16	96
Employment Policy is satisfactory	11	4	100
Total	300	100	

Table 6 shows the opinions of respondents towards the present government policies vis-à-vis employment policy in South Sudan. Data indicate that minority of respondents (4%) admitted that employment policies are satisfactory compared to the majority of 48% who stated the nonexistence of policies for employment in South Sudan. This might be due to oversight as a consequence of rampant administrative malpractices.

Table 7: The Right to Work and Value of Human Work

Valid	Frequency	Percentage (%)	Cumulative (%)
Everyone has Right to Work	204	68.0	68.0
What people are important than what they do?	85	28.0	96.0
What people do is important than who they are?	11	4.0	100.0
Total	300	100.0	

The Right to Work and Value of Human Work in public and private institutions are crucial for recruitment and employment. Table (7) and figure (3) show that 68% of respondents have believed that everyone has right to work, while 28% ascribed to the principle of human dignity and thus, people who do the work are important than what they do, and 4% have believed that what people do is important than who they are.

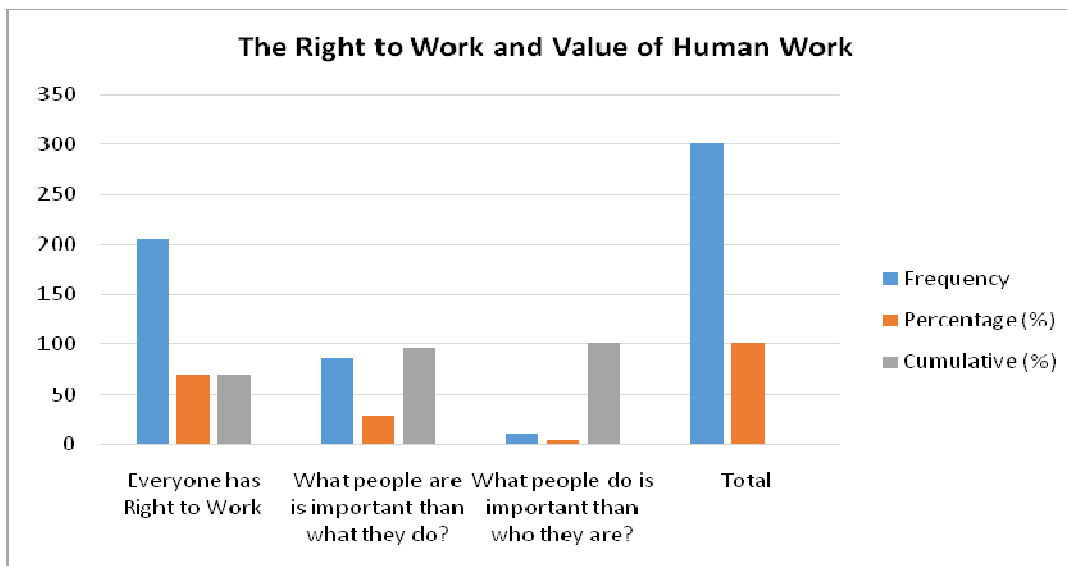


Figure 3: Value of the Right to Work.

3.2. Causes of unemployment in South Sudan

The principal causes of youth unemployment in South Sudan revealed multi-dimensional reasons (Figure7). Akashraj and Atem (2020) have demonstrated a couple of youth unemployment including erratic economic performance of a country, lack of privatization and budgetary allocation to productive sectors, high population of youth, lack of capital, and inadequate capacity development and skills training, low wages and income for youth, socio-cultural factors hampering female youth participation in the employment sector, formal and informal engagement of youth, the ineffectiveness of the informal sector to progress due to poor business environment and policies to support self-employment and income generation. These factors have been highlighted by several authors and scholars. This study shows that guidelines related to employment are not adhered to. Ostensibly, 21% of the respondents have believed in presence of the rampant administrative malpractices in the recruitment processes and hiring system, couple with corruption and nepotism. Consequently, many unskilled workers and non-productive individuals are being absorbed into the system through malpractices’ windows. The association between unemployment and mismanagement of resources and lack of accountability as the principal causes of unemployment was believed by 60% of respondents (Table 8).

Table 8: What do you believe are the principal causes of unemployment in South Sudan?

Variable	Frequency	Percentage (%)	Cumulative (%)
Corruption, nepotism and tribalism	179	60.0	60.0
Mismanagement of the resources and lack of accountability	63	21.0	81.0
Rampant malpractices in the recruitment processes and hiring system	58	19.0	100.0
Total	300	100.0	

It has been observed that social policy deals with certain patterns of interactions and contradictions of choices between the employers and workers/employees. However, these said choices are influenced by the societal views of what constitutes a value of human work based on that perspective, which socially distinguishes between the aspirations and needs of a worker in contradiction to the economic needs and wishes of an employer.

Labour Act, 2017 provides a key step towards establishing economic stability in South Sudan. The Act establishes the regulatory framework within which employers can operate and create jobs. Moreover, it sets the guidelines for employment policy making process. However, it appears that the Government has never formulated any strategy concerning employment, safety, health and welfare policy in South Sudan. Presumably, employment policy is expected to assist the policy makers to put employment orthodox at the midpoint stage of the economic and social policy making, and henceforth, give the Government of South Sudan tangible substance to the commitment of promoting the goal of full employment and quality of employment through an appropriate choice of economic and social wellbeing agenda.

Non-existence of safety, health and welfare policy is a challenge on health and safety of workers. Indeed, safety, health and welfare policy sets out the general approach to health and safety of employees. It explains how an agency, as an employer, will manage health and safety when doing the business. It should be stated clearly who does what, when and how. Therefore, Government must set out general policy on safety, health and welfare policy effectively.

The study shows no statutory minimum wage in South Sudan. Moreover, no policy on nominal wages observed. However, there are factors need to be taken into account when formulating statutory minimum wage. These factors include the basic need of the employees, the general level of wages in the country, the cost of living; the level of productivity, and any other factor that may be considered necessary (Labour Act, 2017).

The study revealed that labor force participation rate is 73.9%. There is a surplus of labour and thus, nominal wages are slow to change or stagnant. This situation of labour surplus has made nominal wages difficult to fall. It is observed that nominal wages regime does not take into account changes in prices, making worker incapable of purchasing goods and services due to deficiency in purchasing power.

The study indicated that opportunities for human work are limited as a result of the scourge of unemployment, or because a low value is put on work and the rights that flow from it, especially the right to a just wage and to the personal socio-economic security of the worker and his or her family. Subsequently, poverty appears in South Sudan as a result of the violation of the dignity of human work.

Moreover, workers were recruited primarily not for their skills and know-how, education, experience, and knowledge, but through administrative malpractices. 60% of the respondents asserted the existence of rampant administrative malpractices in the recruitment processes and hiring system.

The empirical analysis of the data relating to the sample employment social policy and an individual right to work is largely based on tabulation and regression analyses. The variables pertaining to 300 samples by educational level, included in the linear regression analysis with per individual income as the dependent variables

3.3. National Employment Contour

Table 9 Labor force participation rate in South Sudan as from 2011 to 2021

Year	Unemployment Rate (%)	Condition	Percentage
2010	12.68	Increase from 2009 (12.57)	+0.11
2011	12.68	No change recorded	0.00
2012	12.70	Increase from 2011	+0.02
2013	12.73	Increase from 2011	+0.03
2014	12.64	Decline from 2013	-0.09
2015	12.58	Decline from 2014	-0.06
2016	12.50	Decline from 2015	-0.08
2017	12.36	Decline from 2016	-0.14
2018	12.23	Decline from 2017	-0.13
2019	12.24	Increase from 2018	+0.02
2020	12.60	Increase from 2019	+0.36
2021	12.70	Increase from 2020	+0.10

The empirical evident shows the labour force participation rate among the total population aged between 15 and 65 amounted to around 73.9% in 2020 as reflected in Plecher (2020). Unemployment rate for 2021 was projected to trend around 12.70%, a **0.10% increase** from **12.60%** in 2020 (Plecher, 2020).

The pragmatic evidence shows the labor force participation rate among the total population aged between 15 and 65 amounted to about 73.9% in 2020. Unemployment rate for 2021 was projected to trend around 12.70%, a **0.10% increase** from 12.60% in 2020 (Figure4).

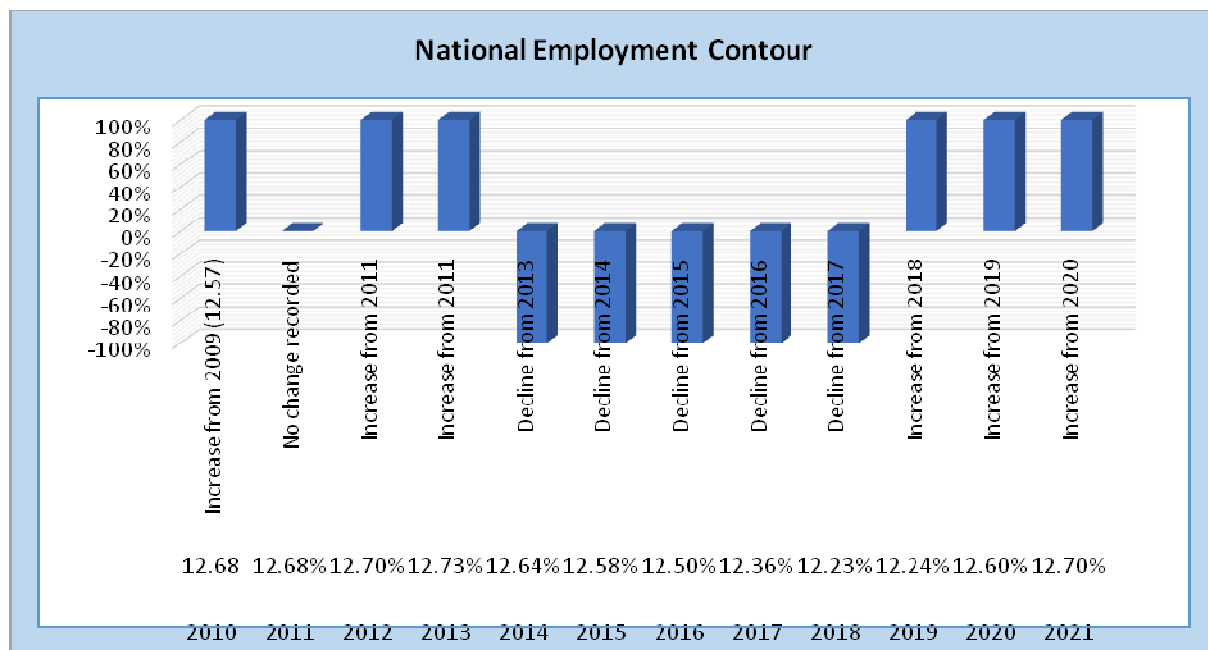


Figure 4: South Sudan Unemployment Historical Data (2011-2021)

Figure (5) suggests that 27% of respondents have believed that practices of their agencies are reasonable, while 38% think that the practices are poor. Data analysis revealed that South Sudan had no devised employment policy, and no safety, health and welfare procedure as well. The absence of planning and employment strategy is a constant source of mismanagement and the irrationality of corrupt employers.

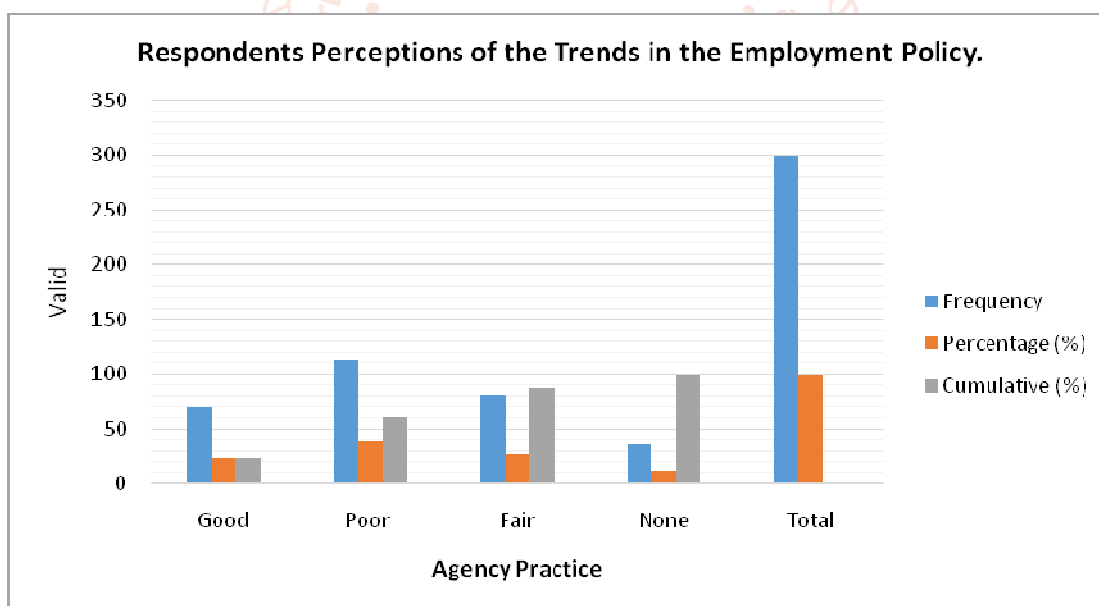


Figure 5: Policy Issues.

The organization of work and strategy for production in South Sudan derives in many ways from the divisions of the society in terms of corporate ownership and control over productive resources. These discords result inexorably in an antagonistic interdependence mode. In that fashion, the fortunate classes rely on the cheap labour of the dispossessed workers to produce marketable goods and services in order to extract profits by paying them less in wages than the market prices of their products. It is observed that these low-paid workers, relying on employment by, and wages from, individual and corporate owners (both public and private) as their main source of survival. The analysis of the study results shows that the higher the ratio of employment-seeking workers to jobs as in the case of South Sudan with labor force participation rate of 73.9%, the lower will be the average level of wages, and the higher will be the rate of profit. It is also observed that some defile business possessors operating in South Sudan tend, therefore, to favor an over-supply of workforces in relation to jobs, which compel workers to compete for scarce jobs.

3.4. Employment Policy Perceptions

The analysis revealed that Government formulated unclear policy on employment; safety; health and welfare. Figure (6) indicates that majority of respondents with 48% have said that employment policies do not exist and 4% asserted that employment policies are satisfactory.

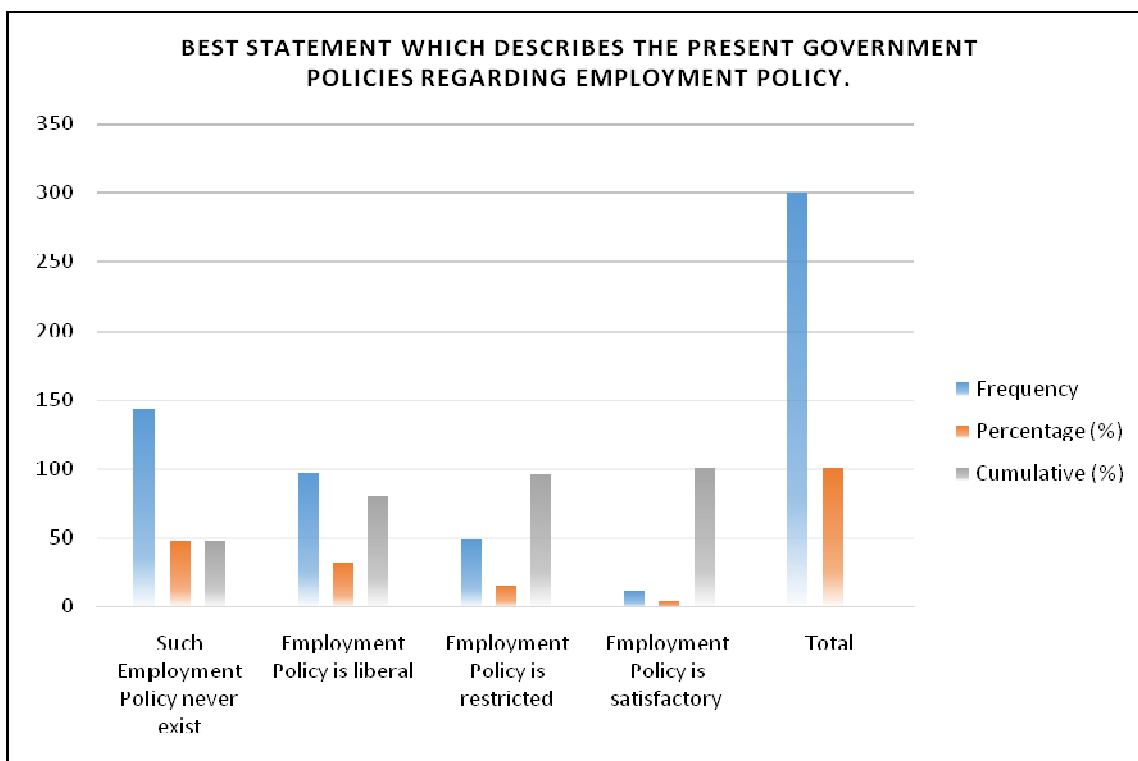


Figure 6: Employment Policy Perceptions.

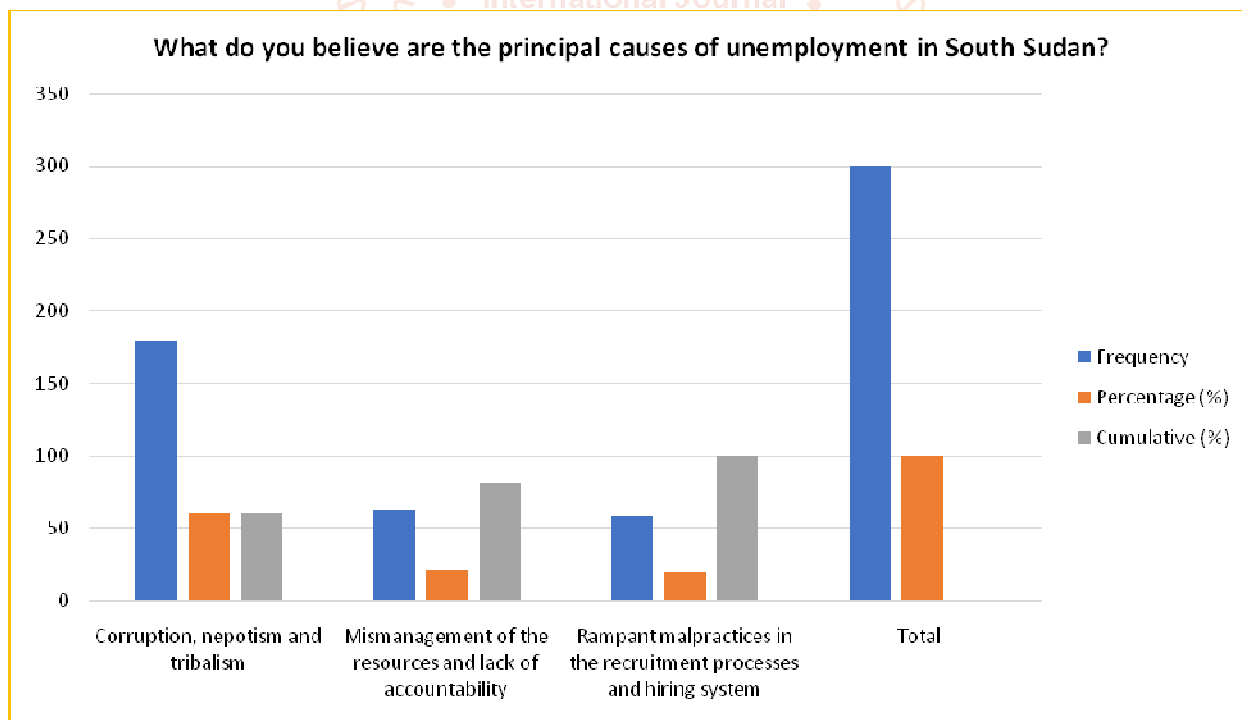


Figure 7: The Principle Causes of Unemployment.

The study showed that over-supply of the active workforces in relation to occupations that compels the workers to compete for scarce employment opportunities. Campbell (2011) has probed the significance of sound processes of employment which are devoid of administrative malpractices. The reality and threat of unemployment induce fierce competition among individuals and groups, which is

frequently experienced and expressed not only as personal rivalry, but also as racism, sexism, ageism, among others (Gil, 1990). Consequently, discriminatory practices are intrinsic to the objective reality shaped by dynamics of market economy. This could explain the rampant administrative malpractices in South Sudan.

Apparently, competition results not only from job scarcities but also from the pyramidal, bureaucratic organization of work, and of wage and prestige systems, which reflect and reinforce that pyramidal structure. Thus, competitive human relations surrounding access to work and career advancement frequently give rise to loneliness, frustration and alienation which, in turn, may lead to depression, alcoholism, drug addiction, domestic violence, and other destructive and self-destructive behaviors (Gil, 1990).

This study indicated that several related economic, social and personal problems result from total or partial exclusion from employment. It is observed that unemployment tends to hold down the general level of wages and income throughout the economy. It depresses the self-image of unemployed individuals and induces insecurity among employed workers who may always lose their jobs at the discretion of employers. Moreover, the insecurity and the depressed sense of self of unemployed and marginally employed workers usually affect their families. Emotional suffering thus accompanies material deprivation due to severely reduced income (Gil, 1990). Furthermore, data analysis has shown that unemployment has consequences also beyond those directly involved in a household, since reduced purchasing power of individual households is reflected in the economic realities of communities and society (Ryan, 1990).

While unemployment is dehumanizing, employment under prevailing conditions usually does not provide opportunities to actualize one's potential. Workers are considered and treated as means to the ends of employers, or in the revealing jargon of the economist, as factors of production (Gil, 1990). Under such a definition of the work context, workers are perceived not as whole and unique individuals but as specific functions or components of production processes (Ryan, 1990). Once they are treated as replaceable attachments to apparatuses and contraptions, their self-images come to reflect the externally defined reality, and their development as whole persons with multifaceted capacities is stunted.

Labour of employees should not be treated as a commodity, and thus, they become extensions of the machines and appliances that they serve. What is required is mutual interest between employers and workers, which may result into continuity of employment with equal pay for work of equal value. It is observed that stability of employment is of prodigious benefit to both employers and employees in the employment mutual bond. Results of the desk study have shown that workers gain from the

continuity of activity and income it affords, whereas employers benefit from the availability of labour when needed. Indeed, firms and stable employment still lie at the center of complex labour market institutions (Marsden, 2002). Work, however it might be organized, is not the unilateral management of human resources, but a living relationship (Marsden, 2002).

It is necessary to comment herein on arguments, which suggest that distinctive employment is positively associated with individual/household economic security. The study indicated that an employment is a basic determinant of an individual's economic security and prosperity. This is in line with the findings of Al-Rashidi (2009). Thus, the active workforce required effective social policy to improve the performance of bureaucratic organization of work; right to work and equal access to employment opportunities, and of wage and prestige systems in South Sudan. In fact, the bureaucratic organization of work, and of wage and prestige system needs suitable governance regime, training of employees and circumscribed regulations and procedures for employees' capability development, which could result into better outcome in favour of common good of humanity (Ruwart, 1993). This study showed that skilled worker can even earned high income. This indicates that more schooling is associated with higher individual earnings. Henceforth, most attention should be paid to the value of schooling, which focuses on the better economic returns to different levels of school attainment for individuals. Competent individual has a better chance of getting better occupation. Obviously, the analysis has shown that educational capability and better training is positively associated with individual/household economic welfare. The studies related to the said subject matter have uniformly shown that more schooling is associated with higher individual earnings and thus, poverty reduction. In Nigeria, reducing unemployment was attempted using the informal sector (Ramon, 2008). Similarly, in South Africa relevant functional and sustainable university education approach was delivered (Keynes, 2006). Therefore, social policy that promotes the relevancy of education and which thrives for excellence is desirable.

The study evidence shows that social policy plays an influential fragment in all aspects of human life, because it deals proportionately with the individual life-sustaining activities, which ensures minimum basic human desires, as well as with life-enhancing activities of a person, which kindle the individual potential.

It has been observed that social policy deals with certain patterns of interactions and contradictions of choices between the employers and workers/employees. However, these said choices are influenced by the societal views of what constitutes a value of human work based on that perspective, which socially distinguishes between the aspirations and needs of a worker in contradiction to the economic needs and wishes of an employer.

The salient point worth noting that social policy addresses some social ills within the society. Because social policy deals with main social problems, such as bureaucratic organization of work, rights and duties of the workers and employers, it also serves as guiding post through the espoused visions and thus, provides social remedies, which are articulated by such interested persons/groups or institutions/corporates.

The study evidence shows that strategies, which related to employment, are not adhere to. Consistently, 60% of the respondents believed that there are rampant malpractices in the recruitment processes and hiring system. As a result, many unskilled workers and nonproductive individuals are smuggled into the system through malpractices interface. An open speculation is that no remaining employment opportunities will be safe from the threat of these brute upheavals practices. Nevertheless, government might decide to deliberately show down the pace of corrupt practices in order to lessen the resulting shocks. Hence, the government is encouraged to come up with pivotal policies on employment equity (Bakanand Kobayashi, 2000).

4. Conclusion

Employment and socio-political rights tend to be distributed unequally as they are subtly associated with material wealth and income, and with occupation type, age, and social status. It has been observed that when unemployment rates are high, the poor bear the brunt, leading to notable inequality which generates a sense of marginalization and alienation. Educational quality and individual competency contribute to productivity and competitiveness of a person in the face of labour market, which leads to effective economic development. Human capital advancement has high attributes premium to expected economic paybacks in form of improved individual welfare and household socio-economic prosperity. Rampant malpractices in the recruitment processes and hiring procedures, couple with ethnicity and lack of accountability has an inverse link with individual socio-economic welfare. Moreover, this study shows that the common good can be attained through equal opportunity, better treatment, and fairer distribution

of the nation's wealth. Development of fair employment policies that can address the needs of employees/ workers is required. Special measures and programmes, however, should be developed with a view to meeting needs of the citizens of South Sudan. It is recommended that review and update of employment/recruitment procedures be expedited focusing on educational quality and relevant skills for sustainable development of public and private sectors in South Sudan.

5. Acknowledgements

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Conflict of Interest

The authors have declared no conflict of interest

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