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Government regulations and controls are the biggest threat to jobs in Africa today – Discuss

1st Equal

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Government all over the world has always existed to give direction, organization, management and leadership to the affairs of both human and material resources. It has been variously defined by scholars, writers, authors based on their understanding, background, and orientation. Eyiyere (2002) argues that “Government refers to the whole machinery or system through which a country is ruled. He maintains that such a system usually develops out of people’s historical experience, culture, customs or common practice”. Sometimes, the term government is used to refer to a group of people who hold and wield the instrument of power with which a given country is ruled or governed as the case may be. Most people accept that we need government to decide or do things that have to be decided or done collectively, but that it should not interfere in things that we can do perfectly well by ourselves. And most thinking people believe there should be restraints on our leaders to prevent them from overstepping their authority.

More than most of us know, our lives are directed, manipulated, even controlled by decisions made by politicians and bureaucrats. They can become so embedded in our lives that it can take an effort to notice them. Some people argue that because free markets are not subject to systematic planning by a central authority, they are less rational than government intervention and control. After all, the market, unlike government, isn't planned. That assumes that government activities follow coherent, rational and consistent plans. Government intervention is usually called "regulation". To regulate means, to make regular and to subject to a rule. Unfortunately, as the term was applied to government activities, it came over time to mean the opposite: to intervene arbitrarily and capriciously, and also in ways that are incoherent, irrational and certainly not consciously planned. These regulations are sometimes re-distributive policies which are often counter-productive. Regulation impairs economic growth, retards the innovation process, and delays the adoption of new technologies in our society.

In Nigeria and around the world, government intervention into private markets produces unintended consequences, more harmful than the targeted problem itself. Government actions oftentimes create obstacles to prosperity and economic growth, thereby leaving the public at the receiving end of the repercussions generated by their regulations. Sometimes ago, manufacturers in Nigeria accused regulatory authorities of killing the local industry. They further said the authorities are daily discouraging manufacturers through practices that have sent most of them out of business. At a recent interactive forum organized by Lagos Chamber of Commerce and Industry, manufacturers alleged that the regulators, instead of helping the local industry to grow, were best on frustrating operators through unfavourable regulations. Dealers in cosmetics and toiletry products claimed that most companies that were registered five

(5) years ago by the National Agency for Food and Drugs Administration and Control (NAFDAC), and Standard Organisation of Nigeria (SON) were no longer in existence. The reason being that, many have folded up as a result of over regulation. Thus, flooding Nigerian markets with foreign goods.

Many regulations increase the cost of employing workers and thus act like a hidden tax on job creation. A typical example is the policy on regulation of Small and Medium Enterprises (SMEs), which is also working against the growth of the sub-sector. Why should SON be regulating SMEs when NAFDAC is doing the same thing? This is a clear case of multiplication of roles and a deliberate attempt by these regulators to kill SMEs, as they milk them dry of their hard-earned resources. At present, the pharmaceutical and food sub-sectors in Nigeria, are not subjected to the Mandatory Conformity Assessment Programme (MANCAP) certification by SON, but cosmetics are subjected to it, while also being regulated by NAFDAC. Why should SMEs in cosmetics be regulated by NAFDAC and SON at the same time? This is a heavy financial burden for such SMEs, because every regulation comes with a huge cost. Where will the job come from, if SMEs are not allowed to thrive? Undoubtedly, the real sectors and SMEs are critical to national economic development especially in the area of job creation and poverty alleviation. Since government cannot generate the quantum of jobs needed to gainfully engage the teeming unemployed youths, the private sector and especially the SMEs should be allowed to regulate their proceedings by themselves. Government should not interfere in the formulation of solutions to problems which would be better left for the free market to deal with.

To state that creativity is the life-wire of advertising regardless of its form, is to state the obvious. Creativity is the major catalyst that fuels advertising and keeps the business alive. However, creativity can only thrive in an atmosphere void of limitations and barriers. According to the President of Advertising Practioners Council of Nigeria (APCON), Mr. Lolu Akinwunmi, 70% of advertisers have withdrawn from the use of outdoor advertising due to its numerous regulations and multiple taxations. Lot of advertising businesses are said to have suffered and died as a result of the hostile nature of the outdoor industry which they operate. Excessive regulations and multiple taxations from government at all levels have dampened the spirit of many advertisers and business owners, preventing them from exploring the endless opportunities and potentials inherent in outdoor advertising. Although Section 7(1) and (5) Paragraph item (k) of the Fourth Schedule of the Nigerian Constitution vested the control of outdoor advertising on local governments (LGs), but federal and state government agencies still jostle with LGs for the control of the sector. Indeed, the nagging incidence of the overlapping legislation and uncertainty over which level of government has the right to control the sector has given rise to a chaotic situation which requires speedy resolution in the interest of growth and advancement in the sector. Anything away from this hence will lead to closing of businesses and will force practitioners to lay off a large percentage of their workforce. Certainly, this will not be a good move, as many people will lose their jobs which might be their only means of survival.

Waiver is also a typical example of government regulation on trade. It is granted to few and highly placed individuals by the Federal Government of Nigeria to import refined vegetable oil, soya bean meal, and related products, and this regulation has put local product manufacturers on the verge of extinction. Already, all the oil mills in Kano, according to Financial Vanguard investigation, have closed down with over 20, 000 direct and indirect jobs lost. Some oil and related mills in Lagos, Jos and

Port Harcourt are managing to survive, while others are making arrangement to close down and begin direct importation. Economic experts described waivers as a scheme detrimental to the economy in a number of ways; it creates condition of unfair competition, giving one economic player an edge over others; it leads to huge revenue loss to the government. Recently, the National Chairman, Vegetable/Edible Oil Producer Association of Nigeria (VEOPAN), Chief Okey Okoro, expressed the view of the association; he said the issuance of waiver for importation of vegetable/edible oil into Nigeria is gradually destroying the sector. According to him, this singular act coupled with the massive importation of vegetable/edible oil under ECOWAS Trade Liberalization Scheme (ETLS) at zero duty has completely grounded the sector of the economy, lamenting that companies are closing down, while some are retrenching staff as they can no longer sell their products.

Conclusively, many people today believe that free-market economy is a lawless free-for-all, in which people can do what they want, regardless of consequences for others. But the truth is, the no-harm principle still prevails. And there is a framework of law, which covers the acquisition, ownership and exchange of property, people’s right over their own labour, and the enforceability of contracts. Government should restrict itself to its fundamental roles – provision of security; protection of property; and ensuring justice through sound legal systems. It is imperative to note that the energy of the market economy is not smothered by excessive regulations and controls. But the basic rules of property, exchange and contract allow people to cooperate, however they choose, for mutual benefit, on a basis of trust, confidence and security. That encourages greater economic cooperation and multiplies the many benefits that stem from it.

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1st Equal.

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Mohammed Bouazizi was not tired of living. Of course why would he, in a country with many others like him? But then he was fed up. He thought he had been a friend of the Tunisian government by helping them to find an answer to their choking problem of unemployment. But he had been surprised; they had overturned his produce and asked him off for failing to show them his permit. The rest was Bouazizi setting himself on fire and inspiring the grandest spate of civil revolution of our time.

Across Africa, governments are working so hard to meet the expectations of the people. To achieve these, they are putting up more rules and policies for the sustainable existence of their states. Along the line, however, a disagreement appears inevitable on the part of the governments and these people. For instance, while companies and businesses are pointing their fingers at the inconvenience posed by the rules, governments are insisting that they continue to hold the key of control. This fight is important because there are losers. World Bank report dares that 90% of all jobs in developing countries are in the private sector. It also warns that sub-Saharan Africa has the fastest population growth projected between now and 2050, and the highest youth population in the world [1]. The implication of this fact is that the society is on a time bomb should many more businesses continue to close down or lay off more workers to remain economically stable.

Must we then regulate?

Regulations have been justified because they create a level playing ground for competitors and maintain certainty and predictability in political and economic systems. They protect the state, the consumers and business interests. For example, section 16(1) (b) of the Nigerian constitution provides that the state shall control the national economy in such a manner as to secure the maximum welfare, freedom and happiness of every citizen on the basis of social justice and equality of status and opportunity. In South Africa, before 1994, apartheid policies denied black entrepreneurs the opportunity of realising their potential as businessmen and women in the economy. As a result of this marginalisation, many black entrepreneurs could only maintain small businesses. Consequently, the regulation of businesses by the government strives to prevent past political injustices from occurring again. In this way, regulation is a major tool designed to control and shape the economy in order to perform certain functions and achieve particular objectives such as job creation, increased investment, increased standards of living, accelerated growth and community participation without discrimination [2]. Again, using the National Environmental Standards and Regulations Enforcement Agency Act, Nigeria has been able to hold oil companies responsible for polluting the environment and encroaching on people's rights in the course of their exploration and exploitation activities.

More rules, no jobs?

Assuming that regulations are out of the way, would many more businesses have participated in the economy of a country? In Nigeria, for instance, petroleum operations had been the sole right of British subjects and companies until it was reviewed in 1958 when the sole concessionary right was extended to other non-British subjects. Since then, activities in the downstream and upstream sectors of the Nigerian petroleum industry have been high. The law has also mandated the employment of more Nigerians in the sector.

Usually, while regulations are designed to address important information and market failures, they also increase the cost of doing business and impose large costs on the society as a whole [3]. To this effect, the World Bank's Doing Business 2014 report has noted that without good rules that are evenly enforced, entrepreneurs have a harder time starting and growing small and medium-size firms that are the engines of growth and job creation for most economies around the world. The report reviewed the ease of doing business in 189 countries along the line of such factors as the ease of starting a business, dealing with construction permits, getting electricity, registering property, getting credit, protecting investors, paying taxes, trading across borders, enforcing contracts and resolving insolvency. Accordingly, a recently published report, *Doing Business in the g7+ 2013* showed that Sierra Leone, Burundi, Guinea-Bissau, Cote d'Ivoire, Togo etc are all among the 50 economies making the biggest improvements between 2005 and 2012 following the effective management of these specific areas [4]. Dreher and Gassebner (2013) have found in their research that high numbers of procedures and high minimum capital requirements impede firm entry, and when this becomes difficult, corruption is resorted to, to grease the wheels and reduce the burdensome impact of regulations [5]. Again, Danjkov and others (2010) have also noted that higher effective corporate tax rates are strongly associated with lower aggregate investment, foreign direct investment and entrepreneurial activity [6].

The degree of barrier created by over-regulation could best be illustrated by the deregulation in the Nigerian telecom market in 2001. Prior to that, only a federal agency with its stifling monopoly existed. However, in its 2010 Research Study, Pyramid Research reports that between 2001 and 2009, the telecommunication industry has created 8000 direct jobs and a total of 3 million indirect jobs in Nigeria [7]. Rwanda is another striking example of success at managing the regulation of an economy. Though small and landlocked, it has been able to open up its economy, and today it boasts itself as the leading economy in East Africa and has been rated by the World Bank as one of the few countries with the lowest youth unemployment rates globally.

Finding the link

African countries cannot continue to close their eyes to the effect of their policies on the economic lives of their countries, especially on small and medium scale businesses. The unemployment rate on the continent is alarming. Statistics from the South African government in 2009 showed that the country's manufacturing, retail, informal, agriculture and private sectors witnessed a total of 461,000 job losses. In Kenya, the labour-intensive horticultural industry which employs an estimated three million people suffered a 35% drop in export of flowers and has cut around 1,200 jobs in 2007 (Saleh, 2007). In Zambia, 8100 of the 30,000 workers in the mining sector lost their jobs in 2008, and further increases in unemployment are anticipated (Tawo and Moyo, 2007) [8].

In view of these challenges, it is necessary that governments and business interests should concede in several areas:

Government is a friend not an enemy

Francis Gatare, CEO of Rwanda Development Board while disclosing the success story behind Rwanda's economic boom, stated that Rwanda has consistently implemented bold reforms to improve the ease of doing business, and has achieved this through constant dialogue with the private sector to determine their perspectives and needs [9].

Why many laws?

Again, in the Nigerian petroleum industries, there are more than ten laws governing activities related to petroleum exploitation and exploration. Instead of creating more laws, government should consider alternatives to regulation (such as education and better enforcement of existing laws) to identify specific outcomes to be achieved as a result of the new law, to spell out methods, manpower and budgets for ensuring compliance and monitoring [11]. The same applies to South Africa where the poor performance of the small business sector in terms of contributions to employment arises from the sub-optimal regulatory environment [12].

Co-operation and collaboration have always worked

According to the Global Impact Investing Network, government can participate in companies through impact investing by investing in companies, organisations or funds with the intention of generating a measurable beneficial social or environmental result alongside financial return. The Southern Agricultural Growth Corridor of Tanzania and the Nacala Growth Corridor in Mozambique are examples of such public-private partnerships. The projects hope to enhance social capacity and economic growth in the area [13]. This is one of the ways to allay fears of excessive government domination of the economy. On the other hand, government should initiate creative and innovative ways of enforcing existing policies and control measures in such a way that businesses see them as morally necessary. To bypass red-tape, the Danish government in 2009 began modernising its land registry by digitizing and automating property registration. With online access to a single source of land registry information, citizens and businesses could transfer property on their own with no third party, and get information on any property. Such innovation should be emulated by African countries and consequently extended to areas of tax payment and access to credit [14].

The bottom line:

Government exists to protect both the state and the people. Accordingly, business interests operate to further the course of human progress, and are aware of the fundamental values of the society in their profit-making quest. Therefore, there must be re-alignment of interests on both parts for the protection and sustainability of mankind for posterity. There are always many jobs with that.

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13. See 4 above

3rd Equal

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Of the many commonalities characterising many African economies in recent time high unemployment seem conspicuous. In Africa today a substantial portion of the workforce remains jobless thanks to a private sector whose capacity utillisation and efficiency has been constrained by un-conducive macro-economic environment. Government regulations and controls are largely responsible for such macroeconomic environment in which business expansion is subdued and new entry into industries is deterred or lured away. This has resulted in poor economic growth which can neither deliver new jobs nor ensure security of existing jobs. This paper seeks to offer a qualitative appreciation of the threat government regulations and controls pose to jobs in Africa today via the economic growth hub (efficient allocation of resources, expansion of existing economic activities and fresh investment).

Government regulations and controls refer to rules set by government of the way companies and other business enterprises in the private sector are expected to behave (Growth Analysis report 2010:14). Business regulations, for instance, include administrative requirements, share capital requirements for new businesses and licensing requirements. Without being exhaustive, we can also talk of credit and labour market regulations which include interest rate controls and minimum wages rules (Growth Analysis report 2010:14). Although many government regulations and controls are instituted in good faith, and this is not always the case, they are mostly linked to poor private sector growth. Government regulations and controls protecting local industries from competition, for instance, lessens entrepreneurship, innovation and deter new entries; the very factors that drive the private sector growth and the job creation process. Apart from that, regulations and controls also deter job creation by stifling economic growth by directly or indirectly preventing business enterprises from exploiting new markets (Growth Analysis report 2010:14). Of recent, the Malawi economy gives us a good picture of what is being argued for here since the economy experienced a substantial surge in unemployment, from 2009 through 2012 as the private sector struggled to survive the pinch of government's move to control the exchange rate which was followed by a series of other regulations and controls.

From 2008 through April 2012 the Malawi government instituted a de facto fixed exchange rate system with administrative controls on current account transactions (Chuka, C. S. R., 2012). The then minister of finance told parliament that this was done to minimise cost to the private sector associated with high and volatile inflation hence ensure continued private sector growth which is crucial in combating unemployment. And, yes, the government managed to term inflation and the interest rates. However, the control of the exchange rate gave rise to an overvalued local currency, the kwacha.

Taking advantage of the overvalued local currency, the black market started booming diverting foreign exchange from the government designated course. A wave of foreign exchange shortages followed from late 2010 lasting till late 2012. The local industry was hard hit for its heavy dependence on imported raw materials, fuel which was in erratic supply throughout that period and other intermediate goods. The industries' capacity utillisation started going down as companies started cutting back on production accompanying the process with proportionate lay-offs (Malawi Government, 2013. Many jobs were being lost each day and unemployment was on the rise.

Mentioning the obvious, government control of the exchange rate led to creation of a macroeconomic environment hardly appealing to either domestic or foreign investors implying no many new jobs were being created from fresh investment.

Early 2011, the government was facing juxtaposed realities: a 'beloved' fixed exchange rate system, which was overvaluing the local currency and a flourishing black foreign-exchange market, which was draining foreign exchange from the system hence shortages. The government responded by imposing more regulations and controls. Export tracking strategies were introduced alongside a 60/40 retention rule for exporters of non-traditional products. The central bank also controlled commercial banks' foreign exchange transactions. These latter regulations and controls only nipped an already hurting industry. Companies and other business enterprises could barely settle their foreign exchange denominated bills or establish credit lines even with local banks. Capacity utillisation of the industry worsened to as low as 30% (Malawi Government, 2013). More lay-offs assured and unemployment went on increasing dramatically.

The author happens to be a son of a factory worker and witnessed first-hand the massive lay-offs and people's helplessness to secure jobs that followed that 2008 government move to control the exchange rate.

However, here is a call for caution as government regulations and controls cannot be branded threats to jobs in Africa in their entirelity. It is argued, for instance that market forces of supply and demand are susceptible to speculation which lenders them prone to disorderliness (Mishkin, F. S., 2004). Government regulation which will ensure orderliness of the market forces in such instances will help save matters thus. Apart from that, certain government regulations like ownership rights are crucial to the development of enterprises in Africa, and such well-functioning regulations support private sector growth which is crucial for job creation (Growth Analysis report 2010:14).

It can, therefore be concluded that government regulations and controls stand as the biggest threat to jobs in Africa today. At the same time it needs to be recognized that prudent government regulations and controls become an absolute necessity in certain circumstances protecting threatened jobs and ensuring creation of even more jobs.

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Most African countries are faced with the problem of rising level of unemployment. The reasons for this trend can be traced to various factors, majority of which are the direct or indirect consequences of government regulations and controls. At various times, the government has put in place policies that have hindered investment thereby threatening the availability of jobs for the teeming population. These policies and regulations can hinder job creation directly or indirectly. Domestic investors are faced with a wide range of challenges due to government control. These challenges include difficulty in company registration and delays in obtaining licenses due to bureaucratic processes and multiplicity of taxes, levies and dues by various government agencies. The widespread privatization policies implemented in most parts of the world including Africa has resulted in job losses. Certain regulations at the various levels of government have unduly interfered in the operations of existing businesses thereby reducing their survival rate. In addition, unstable macroeconomic policies and the unfriendly terms and conditions given to multinationals has hindered the inflow of foreign investment thereby resulting in the loss of job opportunities such would have created.

It is pertinent to note that the tax policy operating in some countries in Africa threatens the availability of jobs. Although, tax collection is an important means of generating adequate internal revenue in a country, it is essential for the process to be properly regulated and organized to avoid excess taxation of companies and individuals. It is necessary for companies and investors to know how much should be paid as tax, how to pay it, when to pay it and the government agency in charge of the tax revenue collection. In some cases, there are multiple government agencies in charge of the collection of various forms of tax revenues. This leads to multiplicity of taxes and levies. Most countries in Africa are faced with the problem of multiple taxation. Multiple taxation by the federal government, ministries, agencies, state and local government is a major deterrent to investment. It discourages domestic and foreign investors from investing into the economy thus hindering the creation of new jobs. It also results in the waste of capital that would have been reinvested for the expansion of existing businesses to increase productivity and provide more employment opportunities. Small and medium scale enterprises are often faced with the problem of excess tax burdens which distorts the operations of the establishment and threatens its survival. These small and large scale enterprises also serve as a means of providing job opportunities. Sadly, most of these establishments close down as a result of multiple taxation, arbitrary levies and dues. In Nigeria for example, the tax collection system currently in operation is duplicated and marred by irregularities. Various government agencies are in charge of the collection of taxes. All manner of dues and levies are been collected which leads to increased running cost on the business enterprise. The tax policy requires companies to pay minimum tax irrespective of whether the company has a taxable profit or not; this ought not to be. This has forced some companies to pay taxes from their capital thereby reducing the sustainability of such companies. More so, most potential investors and newly established companies are faced with the commencement rule for taxation of companies at the start-up phase which leads to double taxation and threatens the survival of the company. Added to these is the collection of 30% tax on a company's dividend even after profit has already been taxed. This practice is ridiculous and threatens business establishment by potential investors and this becomes an obstacle to job creation or availability.

Over the past few years, Africa has witnessed an upward trend in the rate of privatization of various government-owned utilities. Privatization policies have been promoted in various countries in Africa for the purpose of ensuring more efficient utilization of resources by redeploying government control over public enterprises. Public enterprises are being sold to private investors. Although, the massive privatization programs that have been launched in most countries are aimed at improving the economy, it has not actually produced the desired objectives in most countries in Africa. In most cases, the quality of services rendered did not improve significantly after privatization. Typical is the case of the privatization of urban water utilities in Ghana between year 2006 and 2011. Unfortunately, in addition to the failure of privatization programs to provide more efficient services in most countries in Africa, it has also increased the rate of unemployment. Privatization is a threat to jobs as a lot of people who work in these public enterprises are laid off and involuntarily retired before the privatization process, during the preparatory phase by the government and after take over by the new owners. Moreover, privatization also results in job insecurity. Most employees of public owned enterprises are not secured in their job as they can be retrenched at any time during the course of the privatization program. This results in increased job stress which hinders effective performance. For example, the privatization of the Power Holding Company of Nigeria (PHCN) resulted in the retirement of about 45,000 employees from the corporation. Inspite of the privatization, the supply of electricity is yet to improve. In fact, it has gone from bad to worse. This has indirectly affected production and increased the cost of running an industrial outfit thereby threatening the survival of such an outfit. This has significantly increased the rate of unemployment in the country.

There have been slight improvements in the rate of foreign investment in most countries in Africa in recent years. Nevertheless, there is still much to be done to encourage further investment. It is important for the government to reduce the disincentives to foreign investment in order to encourage its inflow. Foreign direct investment is a major tool in job creation; hence it is expedient for the government to put in place policies and regulations that foster such. Inspite of the recent efforts to bring in more foreign investment in Africa, certain government regulations and actions discourages foreign investors from investing in the economy. Most African countries have an inadequate macroeconomic policy framework that is unfavourable for foreign direct investment. The high external debt burdens and fluctuating exchange rate reduces the inflow of foreign direct investment. In addition, certain stringent government scrutiny and bureaucratic processes results in the delay in the approval of take-over of certain industrial sectors of the economy by multinational and foreign investors. The unfriendly terms and conditions encountered by foreign investors is a major constraint to foreign investment. Other government regulations that tend to hinder the inflow of foreign direct investment include unstable tax regime and restriction on trade. The loss of foreign direct investment leads to loss of employment and job opportunities that would have otherwise been created.

There is no doubt that the establishment of small and medium scale enterprises is hindered directly and indirectly by government regulations and controls. Small and medium scale enterprises also help to create jobs for the teeming population. However, certain government regulations unduly interfere in the operations of these businesses and become a threat to its survival. Domestic investments in Africa have been relatively low. Intending domestic investors are faced with numerous challenges. The problem of unstable policies and ineffectual implementation of policies is one of the major challenges to investment. Inadequate policy design leads to macroeconomic instability, weak protection of property rights and arbitrary regulations. These arbitrary regulations unduly increase the operational cost of firms. The monetary policy rate implemented in most African countries is also a barrier to investment. Nigeria as an example has a monetary policy with 13% benchmark for interest rate and this discourages long term investment. The high and variable inflation rates in Africa results in an unstable economic environment which hinders domestic investment. Inflation results in high cost of living and fluctuating prices of goods and services which invariably increases the cost of running a business enterprise. Domestic investors seeking to establish new firms are faced with the challenge of registering the firm in order to obtain permit alongside the availability of adequate start-up capital. Delays in approvals and the bureaucratic bottlenecks may discourage potential investors. It's no news that the government of Nigeria has over the years been over-dependent on the oil sector thereby giving little attention to other sectors of the economy like the industrial and agricultural sectors.

The availability of jobs is influenced by government policies and regulations. Hence, it is expedient that policies that support and encourage investment be put in place. There is the need to set up adequate machineries which would also ensure the successful implementation of such policies. Efforts should be made to remove various forms of deterrence to investment in order to stimulate job creation, sustain existing ones and improve economic growth.

5th

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Is Africa synonymous with joblessness? I have learnt through the Kenya's 8 _4_4 system that the per capita income of most African households is lesser than that of households in other developed continents. I am almost being done with the last four in the education system and the situation is still the same.

Joblessness is a menace in most African countries and is a subject matter worthy of our discussion. Joblessness refers to unemployed persons in a nation or continent. According to a report listing the 20 poorest nations of the world 18 out of the listed nations are in Africa. This shows the extent to which poverty as a result of little or no income is an issue that Africa is grappling with.

What is the role of governments with regards to job creation? Although the African governments are mandated with the task to create a conducive environment for jobs to thrive they can at times be a threat to jobs. One of the most common ways governments threaten the thriving of jobs is through controls and regulations. To regulate means to set a road map and laying down rules and guidelines of how business should be conducted. Among the many reasons government seeks to regulate business include:-to guarantee consumer protection through setting health standards and quality of goods and services produced and to set an appropriate framework for business ethics among others.

The private sector in Africa list government controls and regulations as an impediment to profits. Businesses pay heavy taxes to the government. Taxes considerably reduce the income of many businesses. The taxes, of course are entitlement of the government from private sector. However, such taxes are only of benefit when they are used to make business environment a conducive one for business. A number of businesses close down because they go bankrupt and unable to operate after the government takes 'it's' share. This automatically leads to job loss. In Zimbabwe taxation rates are very high. The corporate tax rate is 25%.Such high taxes threaten the survival of business.

Regulations can affect how firms price their goods. Regulation costs firms heavily and this cost is usually passed on to consumers. For example if foods need to be inspected for quality there will be incurred expenses. To cover up for the additional expenses this will be passed on to the consumer. Highly priced goods reduce demand. This will in turn lead to low sales volumes translating into firm losses. To keep up with the production costs and to stay relevant in the market the firm will be forced to lay off a number of heads.

With the high cost of complying with regulations, hiring of new staff by firms becomes almost impossible. If a considerable amount of money is spent on complying with regulations, little is left for hiring new employees. These employees who could have otherwise been hired spend a good time of their lives looking for jobs.

In a way entrepreneurship and innovations are killed by government regulations. The strenuous process of business registration and patenting of ideas kills many innovative ideas. Many are times people are asked to part with *'kitu kidogo(corruption)* ' for their businesses to be registered. It is almost the norm that you have to know someone or have something for your business to be registered. This is the situation in Kenya. This affects mostly young people who do not own property and with little money to set aside for bribery.

In Uganda the process of registering a company is not only long and strenuous but also costly. Listed below are the chargeable services in the company registration process in Uganda:-

i)submitting the name reservation form to the assessment window of the Uganda Registration Services Bureau costs Uganda shillings 25,000 plus a bank fee of shillings 2,000.

ii)Obtaining a trade license amounts to Uganda shillings 400,000.

iii)making a company seal costs Uganda shillings 225,000

To successfully register and start operating a company in Uganda one needs a total of the above listed monies. Picture a graduate from campus who may want to register a company and start business operations. They may not have the huge amounts of money to spare if at all the starting capital is a challenge. Such costly regulations may kill entrepreneurial morale.

The resources that firms use to comply with business registration could otherwise be used in meaningful investment. This can be in to purchase equipment or even expand a business further. Government regulations therefore hinder the growth of a business and limits employment opportunities.

However cannot underestimate the benefits of regulations in business. Laws regulating the standard of goods to be produced and how workers should be treated though costly are necessary. For example in Kenya *changaa* ; a home brewed alcoholic drink has to be packed and produced under hygienic conditions. This protects consumers from unhygienic drinks and effects that arise from additional chemical substances added to the drink to make it 'strong '.One of those effects is loss of sight. Another example of how regulation can be helpful is in regulating construction standards. There have been many cases in Kenya of buildings collapsing. People lose lives and others are maimed for life. If regulatory standards in construction are followed to the latter such scenarios would rarely be heard of, at least not as frequent.

From the discussion it is evident that complying with government controls and regulations is costly. This in turn affects a firm 's pricing strategy, hiring of new employees and making investments. Coupled with corruption government regulations can bar poor persons from ever conducting business as they will be required to part with bribery money.

This economic discrimination widens the gap between the rich and the poor and enhances unequal distribution of wealth. The poor continue to be trapped in their poverty,worsening the poverty situation in Africa. It is indeed true that government controls and regulations hinder job creation in Africa.

6th,

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- INTRODUCTION

> *''... Youth in urban areas are looking for jobs alongside thousands of others from the same schools, while rural youth are flooding into the cities looking for work; this is a tragedy. Our policies favour investment in education and training, but this investment has not led to job creation…''* (Sanoussi Toure, the Malian Minister of Finance).

The above statement reveals an aspect of what is obtainable today in the continent of Africa. Taking a glance into the economies of the African continent, one would readily find the over-dominance and control of the government in the economic affairs of the state. This it does through its regulations and policies.

Africa has maintained high growth rates over the past decades but has failed to translate this into widespread development. Even the self-acclaimed 'Giant of Africa', Nigeria, has been unable to diversify her economy since her independence as she still solely depends on crude oil sales. The whole continent is plagued by widespread poverty and unemployment especially among youths.

- THE CONCEPT OF GOVERNMENT REGULATIONS AND CONTROLS.

Government regulations and controls are rules, laws or orders adopted by the government stating what may or may not be done or how an activity is to be carried out. It is backed up by some threat of consequences, usually negative ones in the form of penalties. Often directed at businesses, regulations can also take aim at non-profit organizations, other governmental entities, and even individuals (Coglianese, 2012).

Regulations in its entirety are not harmful not they can be formulated and adopted wrongly. This clearly has been the case of the African society. Unfavourable regulations can be formulated as an outcome of visionless and selfish leadership, inadequate data/statistics, quest for political dominance and Africa has been a victim of the above.

Regulations create monopoly and prevents entry into markets. The private sector needs an enabling environment to function effectively and efficiently. Regulations and controls can exists in form of price ceilings or floor, minimum wage, tariffs and taxes etc. Government control hinder competition, which bring about efficiency and effectiveness in production. It adds an additional cost to production and discourages expansion as firms being an economic agent will strive to maximize profits. This might translate to retrenchment of workers or decreased demand of labour.

- THE CONCEPT OF ECONOMIC FREEDOM

Butler (2013), tries to capture the gains of an economic free society where there's no external influence to the workings of the market mechanism. In his words:

> *''Freedom creates prosperity. It unleashes human talent, invention and innovation, creating wealth where none existed before. Societies that have embraced freedom have made themselves rich. Those that have not have remained poor''.*

The above statement depicts an aspect of the doctrine of laissez-faire. In an economically free society, the primary role of government is to protect individuals and their property from aggression by others (Gwartney, Lawson and Hall, 2014). This is to ensure the full independence of the market mechanism. Also, research has shown that nations that are economically free out-perform non-free nations as shown by indicators.

Gwartney et al (2014), listed four cornerstones of economic freedom as (1) personal choice, (2) voluntary exchange coordinated by markets, (3) freedom to enter and compete in markets, and (4) protection of persons and their property from aggression by others. Clearly, these criteria are absent in most African economy.

The private sector can induce the much needed development needed by the African continent. This is evident from the growth path of developed nations of the world today. A private sector enabled-environment will go a long way to generate huge investment capital and in the long-run increased employment. This enabling environment can be created by the government which constitutes the reason for their existence.

- THE EFFECTS OF GOVERNMENT REGULATIONS AND CONTROLS ON JOBS:

- Instances from Africa.

In Africa, government regulations and controls have not always seen the best of outcomes: as for most of the time they have been wrongly drawn up and adopted. *''The art of economics consists in looking not merely at the immediate but at the longer effects of any act or policy; it consists in tracing the consequences of that* *policy not merely for one group but for all groups''* (Hazlitt, 1952). The later part of the above statement is lacking in most of African government regulations and controls. Her government regulations have not been encompassing. These tools have been used by politicians to strengthen political power, state monopolies and so on. Another challenge in the Africa society is the fact that the regulatory bodies are overlapping.

The domineering presence of the public sector has not been closely followed by huge public sector investments. This might be as a result of the level of bureaucracy and inefficiency involved in government decision process. Also is the issue of corruption. Corruption has eaten deep into the fabrics of the African society. Government regulations has also hindered the free flow of foreign direct investment as a suitable private business environment has not been created. Then, for the few that has flown into her economy, they have been largely invested into areas in the economy where big returns are. The challenge with these sectors is that they are not very good at generating employment due to their capital intensive nature.

In a regulatory reform carried out in Kenya in 2007, excessive regulation by the government over the years has impeded private sector development. It led to lower investment, reduced income generation and employment growth. Business license was identified through survey as the single most important regulatory constraint to doing business in the country. This clearly shows why the African continent has not produced enough investment and growth in the domestic economy.

In Malawi, the government exercises price control over goods and services, and implements subsidies for fertilizers and maize. This discourages farmers from engaging in large scale farming and in turn less demand for labour. Furthermore, price control discourages competition.

The Nigerian economy has also had its share of the job-killing effect of regulations and controls. In 2005, the Nigerian bank consolidation and N25bn recapitalization regulation led to a whopping 15,000 job loss in the banking sector. Another sector worth reviewing is the telecommunication sector. The Nigerian telecommunication sector prior to 1992, the sector suffered from infrastructural and managerial setback. But following the deregulation of the sector, private companies were allowed to participate in the sector. Thus, the employment capacity of the sector expanded employing thousands of workers. This would not have happened if the government sector over that sector hasn't been relaxed. And it today, the sector has achieved significant growth and it is still expanding. In view of this achievements, the Nigerian government has taken both sets to privatise the power sector that has over the decades crippled her economy.

One of Africa's largest economy, South Africa, suffers greatly from unemployment. Its unemployment rate sis estimated currently at 24%. Her economy has huge dependence on the mining sector. Mining is one of the biggest private sector employers. It employs about 500,000 people. Labour regulations by the government has led to a continual job loss. The recent amended Labour Relation Act (LRA), is speculated to be followed by job loss and further unemployment. The law according to analyst will impact the labour broking system. Its amendments are intended to limit use of workers through short term contracts.

The South African government is viewed to bringing in more restrictive measures around employment (Goldberg, 2015). According to him, The LRA and the Basic Condition of Employment Act are expected to add costs to conducting business in South Africa and thus makes it less attractive and conducive for foreigners (this might be in line with xenophobia). This will further lead to increased retrenchment of both foreign and local workers.

- CONCLUSION

Today, most African countries are relaxing the regulatory environment in which they operate. According to Goldberg (2015), it is critical that the government conducts a thorough regulatory impact assessment of any legislation they want to pass into law. This should be conducted in view of both the short run and long run effect of such regulations and also its effect on other group aside the target group.

Unemployment can indeed be minimized in Africa though challenged by a rising youth population. Regulations and controls can similarly be used to boost the overall performance of the economy.

Small and medium enterprises (SMEs) has been identified as a key tool to tackle the unemployment challenge. Consequently, all it would take for it success should be put in place. This might entail increasing firm's access to loans and financial assistance.

What Africa needs today is freedom (economic freedom, political freedom, social freedom). Freedom from harsh and callous government regulations, depressing and bankrupting price controls.

A new dawn has come.

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Consolation prizes to the following in alphabetical order.

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As the economic power of private sector business has grown over the past years, so too has the number of laws regulating business activity. In broad terms, these laws typically serve one of two objectives: to promote market competition and control the market power of large firms over customers and smaller firms, or to mitigate the adverse effects of business activity on individuals and other organizations. Regulations on business can benefit a range of stakeholders, including corporate and financial institutions, interest groups, employees, customers, and the general public. These regulations and controls mostly affect small and medium scale enterprises (SMEs) in Africa. For example, Nigeria as a case study is a developing country which have many regulations and control guiding the industrial and business sectors.

Research have shown that most small and medium scale enterprises particularly in Nigeria die within their first five years of existence. It was also revealed that smaller percentage goes into extinction between the sixth and tenth year while only about five to ten percent of young companies survive, thrive and grow to maturity. Many factors have been identified as likely contributing factors to the premature death. This include insufficient capital, lack of focus, inadequate market research, over-concentration on one or two markets for finished products, inexperience, lack of proper book keeping, irregular power supply, infrastructural inadequacies (water, roads etc), lack of proper records or lack of any records at all, lack of business strategy, inability to distinguish between revenue and profit, inability to procure the right plant and machinery, inability to engage or employ the right caliber staff. These factors might be internal problems faced by small enterprises. There are also external problems encountered by small business which are caused by government laws or regulations.

“The government led models of industrialization followed immediately after Nigerian independence in 1960 and those of 1970s and 1980s was a major factor constraining the growth of small and medium scale enterprises. There are many ways in which industrialization discriminated against small and medium scale enterprises.

Firstly, trade was regulated in a way that followed large firms to obtain import licenses, official exchange rates for imports, and tariff rebates more easily than small firms. The anti-export bias induced by import substitution strategies also discriminated against intensive small and medium scale business. Moreover, small firms were denied access to most investment incentives because of high rent-seeking costs.

Secondly, financial sector interventions also discriminated against small and medium business. Selective credit controls in conjunction

with controlled interest rates prevented banks from compensation for the higher cost small loans by charging more. As a result, small clients were allocated limited credit, allowing large firms to grow at the expense of small firms.

Thirdly, the problems of dealing with government regulations and tax authorities weighted more heavily on smaller firms in the shape of higher compliance costs, i.e. the fixed costs of complying with import/export and tax regulations, labour market regulations, and licensing and price control".

However, Nigeria's underdeveloped physical and social infrastructures create a binding constraint to small firm growth. Small firms rely heavily on inefficiently provided state infrastructures such as electricity and water and cannot afford the cost of developing any alternatives. Similarly, inadequate investment in human capital hampers small firm growth because of the scarcity of skilled workers, managers and entrepreneurs.

Also, many environmental laws regulating business were shaped with an eye toward regulating large companies, there are several reasons to expect firm size to be an important consideration in formulating and evaluating environmental policy. Compliance with environmental regulations can require firms to respond in several ways, such as by installing pollution control equipment, monitoring and reporting waste streams and pollutant releases, and developing emergency response plans. Small firms might be at a disadvantage due to the cost of pollution control equipment or the resources needed to complete required paperwork. High initial compliance costs may also make it more difficult for small firms to enter the industry.

In addition, employment laws, regulations, and policies, ranges from minimum wage laws and anti-discrimination laws to non-compete agreements and regulations on workers' compensation and unemployment insurance, can protect or benefit one party (usually employees), but typically impose some cost on the other party. In designing employment laws and regulations, policymakers strive to strike a balance between costs and benefits, which often means adjusting the application or enforcement of employment-related regulations according to firm size. The impact of employment law is likely to vary by firm size for several reasons.

Lastly, health insurance regulations are generally targeted to insurance companies that sell group health insurance products to firms, rather than toward the firms that offer health insurance to their employees. Nonetheless, these regulations might have differential effects for small versus large firms.In the case of small group health insurance regulations, small firms that can obtain health insurance that is protected by these regulations might choose not to expand beyond the upper size threshold. On the other hand, if the regulations result in higher premiums and lower availability, small firms might prefer to expand to a size that is beyond the reach of small firm regulations.

With the above laws or regulations mentioned, it is becoming increasingly apparent to government and policy makers that the role of small and medium scale enterprises is very important to the development and growth of any given economy. Small and medium scale enterprises will ensure efficient use of resources, employment creation, mobilization of domestic saving and investment.

Finance is the most important and cogent key of any enterprises. Small and medium scale enterprises must be financially supported so that they can take off and expand and be able to meet the needs of the Nigerians. Also, the laws or regulations preventing firms (of various sizes) from expanding should be minimized because it threatens job availability particularly in some large and medium scale firms and extinction in small firms.

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Government regulations refer to as the acts of formal controls by the authority through enacted laws and policies which usually put restrictions to activities and behaviours of the citizens and non-citizens of a country. These policies are usually enacted by legislatures and assented to, by the executive arm of government with the instances in Nigeria. Subsequently, these Regulations and controls by the government are directly or indirectly carried out and exercised by various government Ministries, Departments and Agencies particularly on issues as they relate to these Ministries, Department and Agencies as stipulated in the country's constitution.

However, government regulations and control refer to as act of commanding or directing the actions and activities of citizens and to create limitations and restrictions to activities. For instance, regulations can legal which create restrictions as promulgated by government authority to control the actions and activities of the citizens. Governments carry out regulations and controls through enactment of laws and policies which stipulates how certain activities must be carried out, forbidding some and specifying punishments for breach. Therefore, when we talk of government regulations and controls as biggest threat to jobs in Africa, our attention should simply go to those laws and policies that have been established to regulate directly or otherwise activities that might have serve as job or employment opportunities for some individuals which governments have tried to regulated and control whether to avoid over stepping the bounds. When these policies are critically examined, they constitute the biggest threat because they have led to job loss of many jobs in Africa. WORDY

African has remained one of the poorest continents in the world, not because it lacks human and material resources for development but because of some obnoxious laws and policies that have hindered free businesses and job creations. We should also understand that regulations vary from countries to countries because of several reasons among which are culture and religious beliefs and system of government in place. Government adopts various measures to regulate activities of citizens and foreigners which may inversely affect jobs creation and sustenance.

It is obvious tthat government regulations and controls have put a number of jobs at risk both the private sector and public sector. There is no job security in both private and public sector in most African countries. Recently, hundres of workers of National Identity card management Commission in Nigeria were sacked on the reason that they were not ccompetent in their jobs. Other list has presently been prepared by the same commission to sack more staff.

Similarly, not too long ago, many states including the Federal Capital Territory (Abuja) had come up with laws banning the commercial motorcycle riding popularly known as *okada* or *kabukabu* in the major cities. For several decades now, commercial motorcycle riding has served as means of livelihood for thousands of unemployed individuals including the graduates. It was a fact that before the commercial motorcycle riding was outlawed in those states such as Niger, Lagos, Kaduna, Kano, Abuja and several other states, thousands of people who were gainfully employed through commercial motorcycle riding lost their jobs.

On January 2, 2014, the Government of Niger State officially announced the ban on commercial motorcycle riding in the state capital, Minna, and its environs as a measure to save lives and reduce the rate of accidents and crimes believed to be mostly committed by the riders.

Prior to that, on February, 2013, the Niger State government officially launched one thousand (1, 000) tricycles, called *Keke Chief Servant* and fourteen mass transit buses to substitute about five thousand (5, 000) outlawed commercial motorcycles in Minna. This policy resulted in thousands of commercial motorcycle riders losing their jobs because the tricycle introduced by the government was not accessible to the poors who were initially into *okada* business. One reason partly was the cost; while it costs just less than one hundred thousand naira to bring a new motorcycle home, a new tricycle costs four times more.

However, the policy did not only affect commercial motorcycle riders, even the individual businesses and entrepreneurs such as motorcycle mechanics, motorcycles spare parts sellers, vulcanizers, roadside food vendors whose customers were mostly okada riders had their businesses crippled, rendering them jobless.

Government regulations and control of establishment of private institutions and over adherence to bureaucratic process hinders job creation and development in Africa. Government and private institutions are subjected to laws for their operations and most a times, these laws are too obnoxious. For instance, Africa needs to operate private and free economic policy to allow individuals establish businesses without fear of government policy that may cripple their institutions. It is not ideal that governments in Africa have monopolized all sectors of economy giving private individuals and corporate organizations little or no aceess. If private individuals who have the resources to create jobs are allow to operate without restrictions from the authorities, private institutions can generate more jobs that would reduce the rate unemployment in the continent.

Another instance was 1979 General Murtala Mohammed indigenization policy which placed the ownership of business activities in the hands of only indigenes on Nigeria. Even the foreigners who had well established in businesses that had created jobs for indigenes were forced to abandon their jobs leading to even indigenes losing their jobs. The policy brought about many jobs loss because almost foreign business owners were forced to leave the business scene. Thirdly, activities of Customs in the borders affect individuals who are into importation businesses of goods. If African governments have allowed free movement of goods across borders or allows maximum restrictions, many people would have engaged themselves in that aspect.

The fact is that, the call for consumption of local made goods in Nigeria for instance is not realistic. In Africa, we have little local manufacturers to meet our consumption capacities. Allowing importation from other countries can generate jobs for a considerable number of unemployed job seekers. For example people offloading goods in sea ports in Lagos and other similar ports across Africa would be out of job if importation stops and alternative is not provided.

The recent liquidation by banks and merging as enforced by the Central Bank of Nigeria had affected some banks. Due to directive from the CBN which made some banks to merge had some staff sacked.

Furthermore, Small Scale and Medium enterprise have suffered great setback as a result of government regulations and control. African countries such as Nigeria lack friendly policies for the establishment of Small business. The interest rate of 20% of the loan given to entrepreneurs as directed by the Central Bank Of Nigeria was too high. Banks who wish to give loan should be given free hand to operate without the control from the CBN. Registration of businesses with regulatory bodies such as Corporate Affairs Commissions, Standard Organization of Nigeria, and National Drug Law Enforcement Agency among others demands excessive spending of money before the certificate to operate can be obtained. This has discouraged many people who have little capital to setup businesses that would eventually generate jobs for others.

African countries are also faced with challenge of excessive and multiple taxations. Many small businesses have collapsed as a result of excessive collection of taxes. Collections of Multiple taxations affect business operators leading to abandoning of jobs. Most small business owners have found it hard to establish business that would have created more jobs because expenses in registration, acquisition of business environment form ministries of land and Urban Development Board and other business regulatory agencies such as Corporate Affairs Commission, and even National Agency for Drug Administration and control and Standard Organization of Nigeria in the case of manufacturers. All these regulations are threats to growth of Small businesses in Nigeria and even other African countries.

Similarly, the regulation on tobacco consumption in South African has led to lots of considerable number of jobs loss. Until now, South Africa and even Nigeria governments have had legislations prohibiting public consumption of tobacco. Manufacturing ad importation of as well as the production of tobacco has created job opportunities for employed citizens.

In terms of business establishment, African countries need to operate on full market policy or landscape. There should be no imposition of laws restricting importation of goods to Africa. The idea of indigenous production is a welcome development but where there are no adequate manufacturers or strength to produce, importation cannot be stopped. The obnoxious laws and procedures for establishment of small scale businesses should be repeal and access to capital or loan should be made easy devoid of excessive interest charges by the financial institutions.

Even though we may consider it appropriate that human conduct needs to be regulated to check excess and eliminate infringement into the rights of others, many years of government regulations and controls have greatly contributed to job loss and unemployment despite the fact that Africa is blessed with human and material resources.

Government should allow individuals and private investors free opportunity to establish and bring development to their countries. It is not ideal that government regulates and controls every aspect of social and economic life of countries in Africa. Jobs should be created with little or no control by the government. To achieve this, bureaucracy must not be strictly followed. Some chains must be broken to allow separation of power in terms of job creation.

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It is a well known fact that enterprises especially small and medium scale enterprises or rather businesses are responsible for nearly two third of job growth in many countries and continent like Africa today. But their ability to create jobs and also move our economy forward is been threatened most especially by the overzealous regulations and controls created by the governments in Africa. It has been observed that governments in Africa are currently drafting more than three thousand (3000) new regulations each and every year with approximately about three hundred (300) of these new rules adding significant cost to African businesses. These regulation ranges from government regulation on electricity bill, registration of new business, government policy on financing small and medium scale enterprises, taxation, etc. this regulations and policies have been observed to have directly or indirectly affect the affairs of entrepreneurs and the activities of enterprises in providing jobs in Africa.

For an entrepreneur to be able to set up and register a new business, he or she may need permits and other licenses before he or she can start. The licensing rules are different depending on the type of business you want to setup. For example for one to be able to setup a broadband backbone fibre optics cable infrastructure in Nigeria, the Nigeria communication commission (NCC) charges the sum of one thousand naira (1000) Per meter for just licensing to lay your cable which is on a very high side so you can imagine how much a person will spend just to establish a backbone five optics infrastructure connection between Lagos and Abuja which involves thousands of meters just for licensing only not to talk of buying the fibre optics cable. This indeed has been a great hindrance in broadband business that would have been great source of job creation in Nigeria. in January 2003, the National Agency for food and drug Administration control (NAFDAC) in Nigeria increased it's fee for registration, vetting and documentation for all imported products. The fee for registering each product was increased to seven hundred and fifty thousand naira (N750,000) from ten thousand naira (N10,000) in the year 2002 which I am quite sure that such fee must have risen tremendously by this year 2015. This therefore prevents young entrepreneurs from importation and creation of new business due to the high cost of registration. Furthermore the government and it's regulatory bodies needs to carefully control it's regulations on electricity and taxation so as to prevent unreasonable increase in taxation fee and electricity bill, because increase in taxation fee and electricity bill imposes a great cost of expenditure to business managers in terms of payment of taxes bills and salaries to workers and this may lead to retirement of some workers or staffs and prevention of further employment due to their inability to meet up with workers salary.

The creation of financing or lending organization by the government is good idea in assisting investors and entrepreneur. But poor management of policies governing such organization may as well hinder the establishment of enterprises. In most countries in African, lending organization such as Bank of Industry (BOI) and Bank of Agriculture (BOA) calls for a guarantor before a person can be granted a loan. However an average citizen with a great business idea who do not have a guarantor to stand for him or her will not be granted a loan, thereby leading to the termination or delay of such business opportunity.

In addition, some organization policies required some certain type of job for example, some oil companies and government own companies usually employ young engineers of about 26 years of age thereby preventing individuals of about 27 and above from getting job.

In conclusion there is no doubt from the above explonation that government regulations and controls are indeed the biggest threat to job in Africa today; Nevertheless, government Agencies need to carefully control and analyze how their regulations affect small business at the same time; federal regulators should work with business owners to avoid negative impact of their regulations on business and enterprises which creates job.

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The government refers to a body with power to make and enforce law to control a country, land area, people and organization. Government regulations and control are legal rules or set of rules intended to shape conducts that are by-products of imperfections. It may be used to prescribed or proscribed conducts to change preferences. Regulations may create costs as well as benefits, and may produce unintended reactivity effects, such as defensive practice. Efficient regulations are those which total benefits exceed total costs. Government regulations can be advocated for various reasons which include: markets, farmlands etc.

Government regulations and control further refers to a set of rules/laws propounded by the government to check a particular sector or more e.g economic sector, agricultural sector etc. These regulations and controls have been set to improve and encourage more jobs but instead, it has been a threat to jobs in Africa, example include payroll taxes on employee wages, fees and licenses, quota, direct tax, tariffs etc.

Firstly, on the issue of payment of tax, government imposes tax on individual business and cooperate organizations to cover operating expenses and financial projects. Taxes can be levied at the local, state and Federal levels on income, sales, property and other activities. Excess taxation causes negative consequences which bring a lot of disadvantages to job owners.

Tax makes profitability in different businesses or jobs difficult. A business-related tax leaves less money for expanding business and creating more job opportunities through investment and hiring. For example, a man with a promising business is taxed a huge amount of money by the government, firstly, let’s consider his transport fee or the amount he spends on fuelling his car, the

money he spends on his family, other unforeseen expenses and many more. Considering all these, the man will probably shut down the business and render his employees jobless. Now tell me, how do you expect the economy to grow when there are no jobs for those youths?
Won't there be increase in social crimes when the high rate of the so-call 'TAX' in Africa has rendered them jobless?

Furthermore, Tariff is essentially a tax imposed by the government. It raises the price of imported goods, thereby, making it more expensive for the 'buying and selling' industry to purchase for resale. It also raises the cost of doing business for exporting industries; businesses look for ways to cut production costs to account for tariff and by that, the zeal to expand such job or business will vanish. Although, money generated from various taxes are used in construction of roads, schools, hospital and providing other social amenities but because of the high debt rate owned by most countries in Africa, the government has decided to increase the tax so as to pay up for such debt which is inimical to job owners and employees in our continent Africa.

To establish a business which will be government approved, certain fees has to be paid and licenses to be purchased. These fees and licenses are usually expenses and these actually discourage people to settle down and start their own business or own a job. I will use my mother (Mrs Awonaya) as an example. My mother happens to be the one taking care of three children after my dad died April 1st, 2013 in a car accident. Eventually, my mum has to play both role in the house and to make both ends meet; she decided to set up her own business even though she has not retired from her working place. In the process, she was trying to register the company under the government but the she had to go through a lot of process which was stressful itself, she was levied a huge amount of money to get some licenses and to get registered which really pissed her off and decided to dropped the great idea of establishing a promising business. Now tell me, how will hunger and poverty decrease in the land when there is no money, jobs or support from the government?

In addition, government regulations and controls are usually unstable and this poses a threat to jobs in Africa. Some regulations can create costs that can be prohibitively expensive to certain groups of people. For example, regulations that require photo identification to engage in certain legal business, often requires administrative fee and the likes. Fees in this manner (drivers' license, passport, matching retirement contributions) can be expensive to people of lower class.

Besides, Ethnicity has mixed with government policy, thereby causing threats to job owners and even the unemployed looking for jobs. Let's take a good look at the oil sector in Nigeria, most individuals that apply to get the jobs in oil companies sit for exams and come out with flying colours but at the end of the day, they do not get the job, why? The reasons for this are not farfetched. Government policy will favour those from the South-South region as oil is gotten from there. If the cut off mark for the screening exam is ninety percent and someone from the Northern part has ninety two percent while the other from South-South has ninety percent, it is likely that they give the job to the person from South-South while the Northerner does not get the job.

In addition, the way and manner government focus and spend money on a particular sector neglecting other sector also put a threat to jobs in that 'isolated sector'. Ivory Coast's agricultural sector is bio-technologically developed because of the zeal of the youth for the jobs provided in this sector. In Africa, Nigeria to be precise, government focus only on oil sector leaving out other means of revenue and sources of creating new and better jobs in the agricultural industry, mining industry etc. Most of our youths can function well in the agricultural sector but when the government doesn't pay attention to it, how would more jobs be created? The improvement in technology gives way to a computer literate society; most people who have graduated from the higher institutions long ago are not computer literate and these gives them no option than to quit and might end up being jobless.

In conclusion, regulations impose costs on firms and these costs typically get passed along in the forms of higher products prices. Consumer in turn, responds by purchasing less and searching for other cheaper alternatives supplies. Reduced sales, combined with additional outsourcing by forms for their material inputs, can lead to job losses. . The future of government regulations in Africa is uncertain, as regular political shifts swing the federal government from a pro-business attitude to pro-consumer attitude and back again. It can be assumed, however, that government regulations on jobs are here to stay, and that government authorities will play a large role in defining marketplace ethics and monitoring business activities in the foreseeable future. With these points of mine, I know it is crystal clear that government regulations and controls are threat to jobs in Africa.