



A Study on Unemployed Urban Youths: An Overview

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ABSTRACT

An unemployed person is someone who does not have a job but is actively seeking work. In order to qualify as unemployed for official and statistical measurement, the individual must be without employment, willing and able to work, of the officially designated 'working age' and actively searching for a position. Youth unemployment rates are historically double or more the adult rates in nearly every country in the world. Reasons for and rates of youth unemployment vary across national contexts. Since unemployment is defined as those out of work but actively seeking work, the youth that are out of work but not seeking work is not a part of the unemployment statistics. Youth in training, unpaid internships, or educational programs but not seeking paid work is not counted as unemployed, even though their presence in such programs may indicate a shortage of jobs for young people. Thus, the rate of youth unemployment is undercounted. In India, Jobs are shrinking at an alarming rate. Privatization and globalization have further aggravated the problem instead of generating employment; they have rendered millions of hands idle. The present paper is based upon the secondary data. Further, this paper also tries to focus on various aspects of youth unemployment.

KEYWORDS : Employment, Globalization, Skills, Performance and Privatization

INTRODUCTION:

Youths constitute a major proportion in the population. Youths are responsible citizen of tomorrow as they are pillars for strengthening nation. They have vital role in developing country and they are back bone of the nation. However, the current status of youth is that there are so many problems like lack of recreation, poor economic condition, poverty, destitution, highly population, corruption, lack of opportunities etc are some of the factors which are responsible for the unemployment and it is widespread in urban areas.

The problem of unemployment means the problem of providing work to those who are willing to work. A large number of educated and uneducated people, who are capable of work and are also willing to do it, roam here and there without any job. So the problem has assumed an acute form. There are a large number of people who are either partly employed or wholly unemployed to be a welfare state so long as this problem remains unsolved. Before discussing the ways and means of solving this problem, let us first examine the causes which have created it. (Milan Chatterjee). Jobs in India are shrinking at an alarming rate. Privatization and globalization have further aggravated the problem instead of generating employment; they have rendered millions of hands idle. American policies are effective there but not in India where the accused ones are left to fend for themselves leading to frustration, disappointment, anger and violence. Unemployment is the mother of countless ills. It is such a poison that polluted the society endangers the democratic fabric of the country. We can't expect nobility, An unemployed person has no sense of self – respect as he has no sense of security (Akhila Mol, march 3.2011). Unemployment is not only an economic but also a social and personal problem; because the communal economic organization is -and not the unemployed people- responsible for his situation. This is the "social" side and it causes the measures that will be taken to vary depending on many conditions. For example, the need for "unemployment insurance" proves the fact that unemployment is a social problem. As W. Beveridge -economy professor- indicates, the biggest harm of unemployment is not the economic welfare we lose because of it, but the feeling of unwantedness and uselessness and the fear and hate it brings to people who are unemployed.

Youth unemployment is becoming an increasingly troublesome issue in many parts of the world. A good example (Jeon, 2002a, 2002b; kim & Yang, 2004; Lee & Chung, 2003; Bae and song.) given by Koria which has experienced high rates of unemployment vary and are reported to be harmful, or even devastating to both the individual and the society as a whole, both psychologically and economically the unemployment problem is found in most of the countries. It is caused by the rapid growth of population, the slow economic growth and the defective education system. Unemployment people easily become criminals. They disturb internal peace in the country and tempt aggressive countries to invade it. Some studies have been conducted so far to study the factors related to unemployment.

TYPES OF UNEMPLOYMENT

- **Frictional unemployment:-** It arises from people entering and leaving the labor force and from the ongoing creation and destruction of jobs. This type of unemployment is a permanent and healthy phenomenon of a dynamic, growing economy.
- **Structural unemployment:-** This arises when changes in technology or international competition require advanced skills to perform jobs location. This type of unemployment constitutes an extremely painful long-term problem. But it is free world.
- **Seasonal unemployment:-** This represents unemployment arising from seasonal weather patterns, usually rising during the winter months and declining during spring and summer.
- **Cyclical unemployment:-** This type of unemployment is caused by a business cycle. For instance, workers are laid off because the economy is in a recession; later, when economic expansion begins, many of these lay off workers are rehired.

UNEMPLOYMENT RATE IN INDIA:

The unemployment rate in India was last reported at 3.8 percent in 2010/11 fiscal year. Historically, from 1983 until 2011, India unemployment rate averaged 7.75 percent reaching an all time high of 9.40 percent in December of 2009 and record low of 3.80 percent in December of 2011. The unemployment rate can be defined as the number of people actively looking for a job as a percentage of the labour force. (Milan Chatterjee, 2012)

CAUSES:

There are many causes behind the youth unemployment rate. Causes stem from issues related to the structure of job and labour markets to education. There has also been a rise in the phenomenon of internships and other temporary work for youth which has a significant impact on youth unemployment rates.

Inflexible labour markets

Older employees have more job experience and job security, meaning that the newest employees, typically the youngest, are more likely to be let go than an older employee who has been there for a long time. One country that serves as an example to this model of older workers having a firmer position in a company is Spain. In Spain temporary workers do not have as many rights as their older counterparts who have permanent contracts. Youth also have less experience searching for work, making it a more difficult process where they are likely to find less success than older employees. Along with having less experience than older employees, youth also have smaller social networks. There is also an increase in expected education levels. Along with this increase there is also a decrease in job availability. (furlong and global) Mobility is another factor in the youth unemployment rate. In community-oriented countries, youth are often less mobile than older workers. When the attachment to home is strong and when youth rely on parents for financial support, they are less able to move locations to find a job than older workers who can move their

entire family. The youth being supported financially by their parents are also able to wait longer before accepting a job, meaning that they remain unemployed for a longer period of time.

Increased education expectations

Youth are expected to have more education to compete for jobs than was true for previous generations, a phenomenon referred to as credential inflation or academic inflation. Youth are expected to stay in formal schooling for longer periods of time. Employers use credentials as a way to evaluate whether youth applicants are good potential employees, requiring youth to seek education and delay entry into the workforce. Education credentials are also used as a screening method, forcing more youth to remain in education to meet the requirements of employers. The increasing amount of time that youth spend getting an education causes an equivalent rise in the average age when full-time employment begins. The increased education expectations also have another angle in its impact on youth unemployment. The education many young people are receiving today is preparing them for jobs that perhaps no longer exist.

Temporary contracts

Young people are more likely to have temporary forms of work such as internships seasonal jobs, contract work and graduate research assistantships. Because their jobs are temporary contracts, youth are often the first to be laid off when a company downsizes. If they are laid off, youth are typically not eligible for redundancy payments because they only worked with the company for a short period of time. Once this work ends, many find themselves unemployed and disadvantaged in the job search. However, some youth are entering work on a part-time basis during tertiary education.

Other Major Causes:

Socio-Cultural Factors as Inhibitors to Entrepreneurship, Economic & Political Factors, Policy framework, Industry Support, Poor Education System & Orientation, Finance & Business Support, Over population, Seasonal variations, Lack of skills, Poor performance of agriculture sector, Corruption, High population etc.

CONSEQUENCES:

Youth unemployment has many long-term consequences for the individual and for their country. Some individual consequences involve finding employment in unrelated or unfulfilling tracks. For some countries, high youth unemployment causes youth to leave the country in search of employment. High youth unemployment has led to social unrest and political revolutions. The Arab springs movement and the protests in Greece are recent examples of this. A scarred generation or a lost generation describes how a generation is harmed when many of its members cannot find work. After long-term unemployment, youth are in danger of losing skills, connections to their industry, and desire to work long into the future. After a period of unemployment during a recession, the individual will find it difficult to find work once the economy improves because they have a large gap in their work history. Instead, employers will be more likely to hire those in the next generation who are just out of school.

Decreased earnings

A major consequence of youth unemployment is decreased earnings over their entire lifetime for those who are unemployed in youth. Because youth aren't able to build up skills or experience during their first years in the workforce, unemployed youth see a decrease in lifetime earnings when compared to those who had steady work or those who were unemployed as an adult. The penalty has been estimated to be a 20 percent decrease in salary. The lower salary can persist for 20 years after the unemployed period before the individual begins earning competitively to their peers. While not earning money during unemployment, the youth could be contributing to a pattern of poverty for their generation. Widespread youth unemployment leads to a generation that is excluded socially and at a great risk for poverty.

Family impact

Youth are increasingly moving back in with their parents when unemployed. This has been seen as both an effect and a cause of high youth unemployment. Youth in many countries now live with their parents into their late twenties. Although this has been common in collectivist countries, it is growing increasingly common in more in-

dividualist countries. In families, it is common that when one person becomes unemployed, other members of the family begin looking for or securing employment. This is called the added worker effect. It is more common in collectivist societies because family members support one another. This can sometimes take the form of employment in the informal sector when necessary. Alongside the shift in youth living situations, the impact of returning to live with parents as well as difficulty finding a fulfilling job lead to mental health risks. Being unemployed for stretches in youth has been correlated to decreased happiness, job satisfaction and other mental health issues. Some youth end up committing suicide because they feel that they are a failure and are of no importance to their communities. Unemployed youth also report more isolation from their community.

Apart from the above consequences the youth also face Financial Problem, Health problem, Depression, Stress, problem of Self esteem, Problem of Social security, Lower living standards and so on.

SUGGESTIONS:

- Increase in capital formation: Government should establish the labour intensive industries to increase the rate of employment in urban areas.
- Incentive for private sector: Government should provide the liberal concessions bad tax holidays to the private investors to increase the rate of employment.
- Establishment of small scale industry: In the Urban areas small scale industry should be established to remove the disguised unemployment.
- Control on population; there should be an effective check on the population growth family planning program should be introduced and population should be reduced according the size of natural resources.
- Technical training centers: Technical and commercial centers should be established to provide training and skill to the public. It will be useful in curtailing the unemployment.
- Increase in effective demand: Government should increase the rate of employment.
- Employment Exchange offices; The offices should be established to provide the proper information's about the employment to the public.
- Monetary and fiscal policy: Government should frame the above policies in such a manner that maximum changes of employment may be provided to the public.
- Commitment at the higher level: Youth needs to have commitment towards their goal in their life so that they can always busy in developing themselves.

CONCLUSION:

Unemployment in our country has become such a complicated, economics, social and political issue that requires urgent steps to eliminate its scourge. Half hearted measures or temporary solutions will not yield any fruitful results. The foremost requirement is the overhauling the existing educational system. We have to change the system from producing white collar job seekers to practically job oriented technocrats, capable to start their own ventures. There should be perfect coordination and integration between our education and the industrial environment. We have to search new avenues in farm sector. India should also go for fast development of cottage and small industries. Government should take effective steps so that the globalization does not affect the small and cottage industries. The industrial and agricultural development can relieve us from this problem to a great extent. It is to be seen in the interest of larger society.

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