

EDUCATIONAL UNEMPLOYMENT AND UNDEREMPLOYMENT: A STUDY OF MUTHOLY PANCHAYATH

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Abstract

Kerala has been in the forefront among the Indian States in respect of literacy and education, the problem of unemployment among the educated has been not of any serious magnitude here mainly because Keralites easily sought and got jobs elsewhere in India and abroad. Unemployment comes in several forms and affects millions of people at any given time. The study is based on primary data based on survey method in the Mutholy Gramapanchayat of Kottayam district, Kerala, as well as secondary data. The majority found the situation of unemployment, let it be of any form – as a very serious issue which posed a factor in retarding our growth and development.

Keywords: *Educational Unemployment, Underemployment, Higher education, Government, Growth and Development*

Introduction

Over the past half-a-century, the nature of the problem of unemployment in Kerala has undergone significant changes. Although Kerala has been in the forefront among the Indian States in respect of literacy and education, the problem of unemployment among the educated has been not of any serious magnitude here mainly because Keralites easily sought and got jobs elsewhere in India and abroad. But the expansion in educational facilities in the State – both in school education and college education –resulted in the gradual emergence of the educated unemployed as a serious problem particularly since the beginning of the 1960s.

However, unemployment among the technically and professionally qualified persons had not emerged as a serious problem till then. For the first time, the outturn of engineers exceeded the number of vacancies in Kerala during the early part of the Sixties. Gradually the situation worsened. One of the main reasons for this worsening situation was the fact that the rate of growth of the productive sectors of the economy of the State remained

much lower than the growth of highly educated manpower. Another reason was the expansion of facilities for higher education in general and technical and professional education in particular, in the other States of India, particularly the neighboring States of Karnataka and Tamil Nadu. As a result, prospects for the employment of highly qualified Keralites in other parts of the country became bleak.

During the late Sixties and in the Seventies, side by side with high rates of unemployment, there existed in Kerala high rates of wages which were higher than anywhere else in the country. This was particularly so in the case of agricultural and construction labour as well as labour in the other unorganized sectors of the economy. This situation continues to this day thanks to the high level of awareness and organized bargaining power of labour in the State. But the situation of the educated unemployed has been and continues to be different from that of these groups. Lack of sufficient employment opportunities within the State and bleak prospects of securing jobs elsewhere in the country resulted in landing the highly qualified personnel of Kerala in jobs not commensurate with their qualifications or skills in terms of nature of work and remuneration. Such personnel are often compelled by circumstances at home to take up occupations which offer them only underemployment.

CONCEPTS

Kinds of Unemployment:

The term unemployment 'may be taken as a condition of joblessness. However, in order to clearly grasp the implications of the term unemployment ', it is necessary to specify various kinds of unemployment existing in both developed and developing countries. According to the U.N. report, unemployment is of three main kinds. The first kind of unemployment is due to the lack of capital equipment, or other complementary resources necessary to keep equipment, or other complementary resources necessary to keep wage earners at work. This is regarded as the characteristic phenomenon of underdeveloped countries. 'The second kind of unemployment rises from certain structural factors in the economy such as seasonal fluctuations in activity, decline industries and irregularities in certain types of occupations. This type of unemployment may be regarded as occurring both in the developed as well as underdeveloped countries. The third type of unemployment is engendered by the insufficiency and instability of effective demand. 'This is regarded as characteristic feature of the developed countries. According to another group of U.N.s experts unemployment is of four types - cyclical, seasonal, technological and disguised.

1. VOLUNTARY UNEMPLOYMENT:

By voluntary unemployment we mean the unemployment of those persons who are not willing to work at the current wage rate.

It arises when people withdraw themselves from employment for diverse reasons such as

(1) Absence of need to earn when one has already made fortune, or when one inherits a large amount of wealth or property to have means of livelihood for a considerable time;

(2) social custom of certain groups to discourage or forbid engagement of certain members in productive work, and

(3) lethargy or obstinacy, etc. Infact, voluntary unemployment underemployment is a misnomer as there may be —idle rich and —idle poor who refuse to work of their own accord.

2. INVOLUNTARY UNEMPLOYMENT

Involuntary unemployment may be defined as the unemployment due to non-availability or insufficiency of work during periods of, say, a few weeks, a few months, or even a few years when the workers in question want to work. Following the general practice among modern economists, it would be appropriate to use the term —unemployment only in the sense of involuntary unemployment. It may take various forms: disguised, visible and seasonal,

i) DISGUISED UNEMPLOYMENT

Disguised unemployment refers to the _hidden 'unemployment. It is generally found in the agricultural sector in India. Net productivity of the person employed here is zero, because a person merely appears to be employed whereas there is no work for him. Therefore, disguised unemployment may be defined as the part of the labour force which can be released from certain sectors of the economy without affecting the output of the sectors concerned.

ii) SEASONAL UNEMPLOYMENT

Seasonal unemployment may be defined as the lack of productive work during some periods of the year or this type of unemployment occurs at certain seasons of the years when people are rendered without work. This kind of unemployment arises mainly from the dependence of certain occupations or industries on climatic conditions. For example, in agriculture, farmers are temporarily unemployed for about four months in the period between post-harvest and next sowing in India. Similarly, employees of ice-cream factory and sugar industry are good examples of seasonal unemployment because they remain without work during the off season.

iii) VISIBLE UNEMPLOYMENT

Visible unemployment is rather a simple concept. It means, for all practical purposes, the total absence of jobs for certain workers for some period. This term may refer either to those who have been thrown out of employment due to fall in the demand for the products of an industry or any other occupation.

It may also refer to the new entrants to the labour market who have to remain out of employment for some time through lack of jobs. Therefore, visible unemployment denotes a condition of open unemployment or outright unemployment which is found in both developed as well as underdeveloped countries, though in varying proportions. Whereas, disguised unemployment is a characteristic feature of rural areas, visible or outright unemployment is mostly found in urban areas of underdeveloped countries where labour is mostly employed in organised sector. Thus, this type of unemployment is also found in developed countries where greater part of economic activities consists of full-time wage paid employment. It being the main aspect of unemployment in the developed countries, the economists dealing with the problem of such countries generally speak of unemployment meaning thereby only visible unemployment.

Visible unemployment takes the following forms:

a) Deflationary unemployment generally is a feature of developed countries. Due to higher saving ratio an advanced economy is likely to face the cyclical shortage of effective demand which may fall below the productive capacity in the short run, and thus may result in unemployment due to less money in the market. However, in a developing economy the development programmes may be financed through deficit financing, and there may be no likelihood of effective demand in terms of money falling short of productive capacity due to over saving or deflation in the short run.

(b) Cyclical Unemployment

Cyclical unemployment is a peculiar feature of free enterprise economy. In such countries fluctuations in economic activities are caused because of uncontrolled and unplanned nature of the economy. Fluctuations in economic activities reflect, fluctuations in output, employment, and prices etc. in the system. These economic fluctuations manifest themselves in business cycles and each business cycle is characterised by four phases, namely recovery, boom, recession, and depression. The period of good trade is termed as boom or prosperity and period of bad trade is known as depression. Thus, in a free enterprise economy prosperity is always followed by a depression which signifies a fall in economic activities. Depression may be caused by several factors both monetary and non-

monetary and causes general unemployment.

(c) Technological Unemployment

This category of unemployment has important bearing in developing economy. Technological unemployment results from the failure of labour force to adjust to the technical changes which occur very frequently in such countries. Or it may also arise when workers of a particular skill are displaced because of the introduction of new machines and new processes.

(d) Structural Unemployment

Structural unemployment can be defined as one which occurs as a result of an inappropriate balance of resources. It is said to exist when many persons are unemployed or underemployed not because they want to remain idle or underworked but because the co-operant factors of production to engage them fully are not available. There may be scarcity of land, capital or skill in the national economy causing structural disequilibrium (unemployment) in the labour market. The problem of unemployment in India is mainly structural in nature.

(e) Frictional Unemployment

This kind of unemployment exists when new industries drive away old ones and workers change over to better jobs. Therefore, it is mainly because of imperfections in the labour market which can be because of the immobility of labour, seasonal nature of work, shortage of some material, breakdown in machinery and ignorance of job opportunities etc. Frictional unemployment is more acute in the developing countries.

UNDEREMPLOYMENT

The concept of underemployment is difficult to be defined in as much the same manner as to measure precisely the magnitude thereof. The Ninth International Conference of Labour Statisticians suggested the following definition: underemployment exists when persons in employment who are not working full time are able and willing to do more work than they are performing or when the income or productivity of persons in employment would be raised if they worked under improved conditions of production or transferred to another occupation, account being taken of their occupational skills.

The underemployment is of two types

- (a) visible underemployment; and
- (b) invisible underemployment

VISIBLE UNDEREMPLOYMENT

This type of underemployment involves shorter than normal periods of work and is characteristic of persons, involuntarily working part-time.

INVISIBLE UNDEREMPLOYMENT

This type of underemployment is characteristic of persons whose working time is not abnormally reduced but whose earnings are abnormally low or whose jobs do not permit full use of their capacities and skills. This type of underemployment is also referred to as disguised unemployment.

ABNORMAL UNEMPLOYMENT

This type of unemployment is a rare phenomenon in the economic history of the world. It occurs due to disorganization of labour after war or a sudden shrinkage in international trade or due to immobility of labour.

SHADOW UNEMPLOYMENT

The present unemployment data do not take account of those who leave the labour force for lack of economic opportunity. Old people and married women may no longer actually look for work when job opportunities are few and may re-enter the labour force in response to an upsurge in demand. We might call this —shadow unemployment.

INDUSTRIAL UNEMPLOYMENT

There is industrial unemployment as a result of slow development of industries. Rationalisation schemes in some industries have also thrown workers out of employment. Some industries, like sugar manufacturing are seasonal in nature and do not provide full time employment.

EDUCATED UNEMPLOYMENT

This kind of unemployment, though comparatively of a recent origin, has assumed very wide proportions. The incidence of outright unemployment is perhaps the highest among educated persons. Educated unemployment is a special case of chronic unemployment and underemployment resulting from economic underdevelopment and wrong educational policies followed by India. The educated young men are denied the opportunity to earn their living and thus, they must undergo acute suffering. Our educational system being too literary in character, our graduates are not fit for any other job except the clerical or literary ones. There is not much scope to absorb the growing number of graduates in the limited jobs and hence there is wide spread unemployment among the educated class. Moreover, a special feature of educated unemployment in India

is unemployment among technically trained persons such as engineering graduates, diploma, and certificate holders. This type of unemployment is also found in some other highly skilled categories of workers.

THEORIES

Classical and Keynesian theories of employment and unemployment start from a common framework. There is a single composite good, output, produced under conditions of diminishing returns to each scarce factor of production and constant returns to scale. The conditions governing production are described by a production function, and the demand for labour is derived from this function. The supply of labour is based on individual decisions to give up other activities – loosely described as leisure - and allocate time to labour. These relations yield a negatively sloped aggregate demand curve for labour relating offers of employment and the relative price of labour, or real wage, and a positively sloped supply curve of labour.

The intersection of the two curves determines the market clearing real wage and the equilibrium level of employment. Unemployment can be defined as the difference between the amount of employment demanded and supplied at each real wage or as the difference between actual and equilibrium employment. Both definitions are in use currently. Very early in the development of systematic, economic theory, there were attempts to "explain" unemployment as the result of slow adjustment of money wages - wage rigidity. Thornton's clear statement (1965, pp. 118-19) is reproduced above. "Marshall appears to have been unaware of Thornton's explanation and cites Bowley's statistical studies as the source of the proposition that real wages rise in recessions and fall in expansions. Keynes's (1939, pp. 35-6) reference to Marshall's testimony makes clear that he did not regard his use of wage rigidity to "explain" unemployment as novel. Keynes believed, correctly, that previous writers failed to provide a theory uniting wage rigidity and unemployment with the theory of aggregate output and prices. Although much progress has been made, the charge remains true.

Few economists ever denied that output and employment fluctuate, and few would deny that in the presence of rigid wages and fluctuating prices and output, there are periods of excess demand and excess supply for labour. The problem is to explain why wages do not adjust rapidly, why the excess demand or supply of labour persists for months or years, and what governs the eventual adjustment of wages and employment.

Unemployment of any good or service can be "explained" by asserting that prices adjust slowly or that anticipated prices adjust slowly, or that buyers and sellers have

different anticipations, or by introducing: costs of adjustment Each of these, and many global explanations, invoke relative price changes (in the broadest sense) to "explain" disequilibrium. Recurrent disequilibrium can occur only if buyers or sellers do not find a way to profit from the disequilibrium by reallocating demand to periods with excess supply from periods with excess demand. The theory of expectations that has developed from the work of Muth (1961) and Lucas (1972) implies that any systematic association between real wages and unemployment, resulting from slow adjustment of money wages, should not persist. Unemployed workers can offer to supply labour at a lower money wage; firms can offer to hire labour at a lower wage and offer lower wages to existing employees.

SOME STEPS TAKEN BY THE GOVERNMENT

Mahatma Gandhi National Rural Employment Guarantee Act 2005

The Government of India has taken several steps to decrease the unemployment rates like launching the Mahatma Gandhi National Rural Employment Guarantee Scheme which guarantees a 100-day employment to an unemployed person in a year. It has implemented it in 200 of the districts and further will be expanded to 600 districts. In exchange for working under this scheme the person is paid 150 per day.

Apart from Employment Exchange, the Government of India publishes a weekly newspaper titled Employment News. It comes out every Saturday evening and gives detailed information about vacancies for government jobs across India. Along with the list of vacancies, it also has the notifications for various government exams and recruitment procedures for government jobs.

Steps taken on Disguised Unemployment

Agriculture is the most labour absorbing sector of the economy. In recent years, there has been a decline in the dependence of population on agriculture partly because of disguised unemployment. Some of the surplus labour in agriculture has moved to either secondary or the tertiary sector. In the secondary sector, small scale manufacturing is the most labour absorbing. In case of the tertiary sector, various new services are now appearing like biotechnology, information technology and so on. The government has taken steps in these sectors for the disguised unemployed people in these methods.

National Career Service Scheme

The Government of India has initiated National Career Service Scheme whereby a web portal named National Career Service Portal (www.ncs.gov.in) has been launched by the Ministry of Labour and Employment (India). Through this portal, job-seekers and employers can avail the facility of a common platform for seeking and updating job

information. Not only private vacancies, contractual jobs available in the government sector are also available on the portal.

BACKGROUND OF STUDY

In Kerala, there are now, many highly qualified persons working full time in occupations for which their qualifications are essential, for remuneration substantially lower than the market rates for comparable professions in the country. There are also cases of such highly qualified people being often forced by circumstances to work in occupations which require only lower qualifications and receiving the normal remuneration associated with such lower-level occupations. Both these are due to excess supply of such personnel. The first and the foremost reason for this situation is the earnest desire of the parents in Kerala to impart the best possible education to their wards. Earlier, such trained and educated manpower from Kerala was able find job opportunities in the rest of the country and in foreign countries. In course of time, the other States, particularly the southern States expanded the facilities for higher education. The effect was to dampen the Keralites 'employment prospects in other States of India and to increase competition for job opportunities in other countries. The demand for such personnel has not increased significantly within Kerala except for the recent increase in opportunities in the information technology sector. The result has been surplus manpower in such highly qualified personnel in the State; in consequence, the rates of remuneration for such personnel in most establishments have come down. Even Government establishments are indirectly exploiting this situation. An instance in point is the practice of employing teachers particularly in higher secondary schools as __guest teachers 'on a piece rate basis for a specified number of hours per week. No one seems to be worried about the plight of these unfortunate victims of circumstances. Even at the Government level, there is total absence of manpower planning. It is necessary to undertake a study to assess the extent of exploitation of these highly qualified personnel in the State.

CAUSES

Following are the main causes of unemployment in India:

(1) Underdeveloped Nature of Economy: - In the pre-independence period, the British exploited our resources and destroyed indigenous small scale and cottage industries. The net burden of surplus workers fell on the already overburdened agricultural sector. Even in post-independence phase, due to slow rate of capital formation, the economy was not able to generate sufficient infrastructural facilities which could absorb the people searching for jobs.

(2) Inadequate employment planning: - Employment till recently did not form an integral part of planning strategy. It is only after the late seventies that various poverty alleviation and employment generating programmes have been launched. These programmes have never met their stipulated targets. Jawahar Rozgar Yojana and Nehru Rozgar Yojana are the main wage employment schemes at rural and urban levels respectively. Even these programmes have not been implemented properly, therefore fall short of their targets.

(3) Rapid growth of population: - The rapid growth of population further adds to the severity of the problem of unemployment. The demand for consumption goods increases and the resources meant for capital formation diminishes. Increase in population thus eats away the resource base and inhibits growth. India has entered the second stage of demographic transition. Over the years mortality rate has rapidly declined without a corresponding fall in birth rate and the country has thus registered an unprecedented population growth. This was naturally followed by an equally large expansion in labour force. In Indian context, social factors affecting the labour supply are as much important as demographic factors. Since independence, education among women has changed their attitude towards employment. Many of them now compete with men for jobs in the labour market. The economy has however failed to respond to these challenges and the net result is continuous increase in unemployment backlog.

(4) Inappropriate technology: In India, while capital is a scarce factor, labour is available in abundant quantity. Under these circumstances, if market forces operate freely and efficiently, the country would have labour-intensive techniques of production. However, not only in industries, but also in agriculture, producers are increasingly substituting capital for labour. In the western countries where capital is in abundant supply, use of automatic machines and other sophisticated equipment is both rational and justified while in India, on account of abundance of labour, this policy results in larger unemployment.

(5) Slow growth of economy: Five-year planning process started with the assumption that growth would automatically solve the unemployment problem. This has, however, not happened. In India, during the past five decades production has expanded in all the sectors of the economy. However, corresponding to the economic growth unemployment in absolute terms has increased but rate of growth of the economy has not been accompanied by the corresponding growth of employment. Infact, there exists a real conflict between the objectives of economic growth and employment in the early phase of development.

(6) Inappropriate educational system: The educational system 102 in India is defective. It is, in fact, the same educational system which Macaulay had introduced in this country during the colonial period. According to Gunnar Myrdal, India's educational policy does not aim at development of human resources. It merely produces clerks and lower cadre executives for the government and private concerns. With the expansion in the number of institutions which impart this kind of education, increase in unemployment is inevitable. Myrdal considers all those who receive merely this kind of education not only as inadequately educated but also wrongly educated. If the problem of unemployment is to be solved in this country, radical changes will have to be made in it. Any educational system which fails to develop human resources properly will not be able to provide employment to all those who have received it and hence has to be thrown out lock, stock and barrel.

(7) Unsatisfactory development of rural sector: Agriculture and village industries could provide more work if these had developed adequately. But this has not been the case. Agricultural output, for example, grew at a modest rate of 2.7 103 per cent. This is hardly sufficient for providing additional work to the enormous number of underemployed in this sector. Even this small growth has been grossly unevenly distributed over regions so that the little employment effect has not been uniform in its spread. Infact in certain areas, there has been no growth, resulting in increase in under - employment. Not only that the resources devoted to agriculture in plans though much less than needed to realise its full potential, have not been properly used from the employment angle. For example, the same may give even higher growth rate with larger employment, could be achieved if a larger proportion of resources had been devoted to minor irrigation. But, the emphasis, till recently, has been relatively more on big irrigation dams. Similarly, dry land farming which constitute 70 per cent of land under cultivation remained almost stagnant, / for want of resources and new agricultural technologies.

STATEMENT OF PROBLEM

India is a fast moving and emerging economy Chronic unemployment and under employment of a large portion of the active labour force has been the most serious socio-economic problem of Kerala during the last three decades. Due to the enormous increase in unemployment and its alarming nature, the unemployment and underemployment issue has emerged as a major problem for our population dividend.

ABOUT MUTHOLY GRAMAPANCHAYATH

Mutholy is a village in Kottayam district –land of letters, latex and lakes, of Kerala State in India on the west side of the City of Pala. Mutholy Gramapanchayath lies on both

sides of the Meenachil River. Its nearly 5 km away from the town of Palai.

RELEVANCE AND SCOPE OF THE STUDY:

Unemployment is a complex social and economic problem which cannot be explained in a simple way. Unemployment Rate in India increased to 3.52 percent in 2017 from 3.51 percent in 2016. Unemployment Rate in India averaged 4.05 percent from 1983 until 2017, reaching an all time high of 8.30 percent in 1983 and a record low of 3.41 percent in 2014.

India is an emerging state with its population dividend, especially Kerala being the leading state in young population. In this light the unemployment and underemployment trends among the youth is of a matter of great importance and has high implications.

OBJECTIVES

1. To find the causes of unemployment and underemployment.
2. To find the major factor under consideration for the consideration of job.
3. To find and suggest solutions for the problem.
4. To know the awareness about employment schemes.

RESEARCH DESIGN

The research design is the master plan of a study that connects the empirical data to the research questions and objectives. The nature of the present study is descriptive cum analysis based. This is a two-stage study. Stage one is looks at the research, questionnaire, and sampling design, followed by the quantitative survey and analysis of data. In Stage two the interpretation, discussion and implication of the study are discussed. About source of data both the primary and secondary data are used for the study; the primary data was collected through a sample survey. The study is based on primary as well as secondary data. Secondary data are collected from books, journals, official websites etc. Samples of 30 respondents in the Mutholy Grama panchayat of Kottayam District were selected for data collection. Convenient sampling method is followed to collect data.

TOOLS FOR DATA COLLECTION

A questionnaire has been used for collecting data from sample. The first part of the questionnaire deals with personal information of respondents and second part contains specific questions needed for the achievement of objectives of the study.

ANALYSIS AND INTERPRETATION OF DATA

1. UNEMPLOYMENT A SERIOUS ISSUE OR NOT

The following table shows the respondents opinion on whether unemployment is a serious issue or not.

RESPONSE	PERCENTAGE
Yes	84
No	16
TOTAL	100

The table reveals that according to the survey conducted, the majority i.e 84 % found the situation of unemployment, let it be of any form – as a very serious issue which posed a factor in retarding our growth and development. Remaining 16 percent negated the statement and didn't consider it a serious issue.

2.FACTORS UNDER CONSIDERATION WHEN JOB-SELECTION

The following table shows the respondents different factors under consideration when they select a job.

FACTOR	PERCENTAGE
Salary	45
Status	25
Aptitude	15
Family Background	12
Others	3
TOTAL	100

The table based on the survey shows that for 45 percent the main criteria for job selection was salary followed by 25 percent who considered status, 15 percent their aptitude, 12 percent their family background and the remaining 3, various other factors.

3. INFLUENCE OF TECHNOLOGY ON JOB OPPORTUNITIES

The following table shows the respondents opinion on the influence of technology on the

various employment sectors in general.

DEGREE OF INFLUENCE	PERCENTAGE
Very positively	27
Positively	49
Negatively	15
Very Negatively	9
TOTAL	100

Survey revealed that the 49 percent of the respondents under study found that technology had a positive impact on job opportunities. 27 found it very positive while 15 percent found it negative. A 9 percent found it very negatively influenced job market.

4. SECTOR – WISE STUDY

The following table shows the respondents opinion on which sector the unemployment and underemployment is more.

SECTOR	PERCENTAGE
Organized	66
Unorganized	34
TOTAL	100

Table shows the respondents opinion on which sector the unemployment and underemployment is more. It clearly depicts that according to respondents' opinion unemployment is more in organized sector, i.e 66 percent and 34 percent in unorganized sector.

5. MINIMUM SALARY TO MAKE A LIVING

The following table shows the minimum salary to make a living as per the respondent's opinion.

MINIMUM SALARY	PERCENTAGE
Less than 10,000	2
10000 to 15000	27
More than 15000	71
TOTAL	100

71 percent strongly believed that due to rising cost of living , minimum salary should be more than 15000.A 27 percent needed between 10000 to 15000.Only a 2 percentage preferred below 10000.

6.THE CAUSES OF UNEMPLOYMENT AND UNDEREMPLOYMENT

The following table shows the various reasons for unemployment and underemployment as per the respondent's opinion.

CAUSE	PERCENTAGE
Lack of Vocational training	15
Increased number of qualified individuals	22
Population Growth	10
Lack of awareness	5
Lack of employment opportunities	35
Changing preferences	9
Others	4
TOTAL	100

35 percent said that lack of employment opportunities was the cause for this phenomenon. 15 percent claimed the reason as lack of vocational training, 22 said that

increased number of qualified individuals is a serious threat. 10 percent said its population growth, 9 pointed out changing preferences and 5, lack of awareness. 4 had other reasons as well.

7. MEASURES TO REDUCE UNEMPLOYMENT AND UNDEREMPLOYMENT

The following table shows the various measures to curb for unemployment and underemployment as per the respondents opinion.

MEASURES	PERCENTAGE
Generate more employment opportunities	58
Proper Career orientation	21
Provide Vocational training	18
Others	2
TOTAL	100

Some suggestions according to the respondents to tackle the problem was as follows. 58 percent wanted generation of more employment opportunities. 21 needed proper career orientation, 18 suggested providing vocational training and remaining 2, others.

8. AWARENESS ON GOVERNMENT SCHEMES

The following table shows the various awareness on various governmental schemes to curb unemployment and underemployment as per the respondents opinion. The following table shows the various awareness on various governmental schemes to curb unemployment and underemployment as per the respondents opinion.

AWARENESS	PERCENTAGE
Yes	58
No	2
TOTAL	100

Table reveals that only Even when everyone had a general and vague view of the MGNREGA, 78 percent were not aware of any governmental schemes to curb

unemployment and underemployment as per the respondents opinion.22 percent had some idea about the same.

9. EFFECTIVENESS ON GOVERNMENT SCHEMES

The following table shows the effectiveness of various governmental schemes to curb unemployment and underemployment as per the respondents 'opinion.

EFFECTIVENESS	PERCENTAGE
Very Effective	3
Effective	12
Ineffective	68
Don't know	17
TOTAL	100

Only 3 percent thought that governmental schemes are very effective in eradicating unemployment and underemployment .12 found it effective. A majority that is 68 percent found it ineffective and 17 didn't know anything about the same.

FINDINGS

1. The majority i.e 84 % found the situation of unemployment, let it be of any form – as a very serious issue which posed a factor in retarding our growth and development.
2. For 45 percent the main criteria for job selection were salary.
3. The 49 percent of the respondents under study found that technology had a positive impact on job opportunities.
4. According to respondents opinion unemployment is more in organized sector, i.e 66 percent and 34 percent in unorganized sector.
5. 71 percent strongly believed that due to rising cost of living, minimum salary should be more than 15000.
6. 35 percent said that lack of employment opportunities was the cause for this phenomenon.

7. Measure to tackle the problem, 58 percent wanted generation of more employment opportunities. 21 needed proper career orientation, 18 suggested providing vocational training and remaining 2, others.

8. 78 percent were not aware of any governmental schemes to curb unemployment and underemployment as per the respondents opinion

9. A majority that is 68 percent found the governmental schemes ineffective in eradication unemployment and underemployment.

IMPLICATIONS OF THE STUDY

The unemployment rate for women in Rural area was 2.9 against 2.1 for men whereas it was 6.6 & 3.2 for women & men in urban areas during 2011-12. The unemployment rate is 4.9 for females as compared to 2.9 for males aged 15 years and above as per the 4th Employment -Unemployment Survey. NSSO (refer Tables 4.10, 4.11 and 4.12) It is important to learn about participation of Males & Females in Economy, so that corrective decision may be taken for overall economic growth of the Nation. Also, the phenomenon of unemployment and underemployment in each of these segments are main issues in the economy of all developing nations. The economic activity may be classified as organized and unorganized, each of which may be in the formal or informal sector.

Unemployment comes in several forms and affects millions of people at any given time. People can find themselves out of a job because the economy is in a downturn. Or they could be in the unenviable position of working in a dying industry. The luckier ones are simply transitioning from one job to another by choice. For most people, though, unemployment is a stressful personal experience. And though economists agree that steps should be taken to keep unemployment low for the wellbeing of the economy, they disagree on how best to do this.

Of course, in order to properly channelize and utilize our young population, we need to ensure that our young are not only educated, they need to be healthy and must have employable skills. In this light this micro-level study gives us great insights into the existing trends in unemployment and underemployment and various suggestions by the respondents in finding a solution to curb the problem.

CONCLUSION

The inimitable Eric Hoffer once said, —Youth is a talent...a perishable talent. There is a power so uniquely inherent to the young that it is unmatched by anything else on this planet. When you 're young and have talent, your dreams literally have wings. In fact, the youth — simply by virtue of its ambition and aspiration — can almost —will anything to reality.

Educated youth is the pillar of a nation's future destiny. India is a newly-born independence. We must build her up from very scratch. It is the educated young men and women, on whose shoulder lies the great responsibility of making India an ideally socialistic one. Our young men, on their own part, must make it a principle that they should not run after the outwardly shine of urban life, rather they should settle in villages, thereby contributing their quota of services in the build-up of our villages. We should keep in mind that self-help is the best help. We must admit the bitter fact that no government can provide employment to all the unemployed youths. Government measures cannot solve such an enormous problem. Still, the government should adopt measures to create opportunities for self-employment.

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