

Chapter One:

Introduction

The best social policy is a good job, free from hazards, risks, uncertainty: and contribute for the wellbeing in the society.

1.1: Introduction

Unemployment is one of the most pertinent crises encountered by almost all the societies of the world today, even the developed countries are no longer devoid of it. In order to understand the extent of the crisis the first thing that we have to do is to come to a common standard definition of the social problem. But different studies throughout the world have given us the diverse definition of the term as Mouly (1972) defined employment as a situation in which remuneration in cash or kind is received in exchange for active, direct and personal participation in the production process. When paid work, despite motivation to get, is not possible, is called unemployment. It is technically confined to those who would prefer to be in the labor force (Parry, 1986). This confirms that those who want to work on payment basis and also have the potentialities to do that, registered with the employment exchanges etc., but they are still job seekers are the one categorized as unemployed. Hayes & Nutman (1981) defined unemployment as a state of worklessness experienced by the people who see themselves or are seen by others as potential members of the workforce; unemployed persons are those who are available for work but are unable to secure it. It may lead to many social problems, like gambling, insurgency, thefts, dacoit, murders etc. Youth unemployment leads to the creation of antisocial groups that will remain engaged in anti-social activities. Many youths become unemployed when they leave their schools and could not continue with their higher education for certain reasons which may be due to socioeconomic impediments within the family. But, many times those who continue with education (educated unemployed) also find it difficult to get a decent job. Some opt for higher education because they have no option or work, and also

have enough time and money to spare for education. It is mainly because the present education system failed to adapt with the requirements of the market and are still continuing with the traditional curriculum and courses, which is producing a crowd of a handicapped human resource who most of the times fall short of acquiring an expected level of employment. Moreover, the lack of effective manpower planning in the country in general and Manipur, in particular, is also mounting the crisis.

Unemployment raises serious problems throughout the world (The number of unemployed persons globally in 2016 is 197.7 million and is projected to be 201.1 million in 2017 according to ILO. Source: *ILO's Trends Econometric Models, November 2016*). The situation of underdeveloped and developing countries like India is even worse (The overall unemployment rate in India increased from 38 per thousand in 2011-12 to 50 per thousand in 2015-16 according to Labour Bureau. Source: EUS, Labour Bureau). In Manipur, the status is even worse which can be traced from the work participation rate which is 45.68% (51 percent male and 40 percent female) according to the 2011 census.

Every action comes with a consequence, however; the effects of unemployment are mostly very negative to the society. Living without a solid income is a very difficult way for livelihood. The youth with education, who don't have a job is vulnerable to mental stress, anger, sadness, confusion, and all these emotions can really break a person down and consequently, he may fall into the prey of social problems as insurgency, thefts, dacoit, murders etc. Ultimately, if not checked and reversed, it can lead to the disintegration and destruction of the society itself.

Employment very much determines one's chances for leading a peaceful and meaningful life. Our action feeling and thought are also very much influenced by it. An individual status in the family as well as in the community is also shaped and influenced by the employment he or she holds.

1.2: The Concept of Unemployment

Meaning and Definitions of Unemployment:

Unemployment is often simpler to identify than to define as its patterns, causes and impact differ in different countries. As far as its etymology is concerned the word “unemployment” connotes the idea of involuntary idleness. It means a condition under which for diverse rationales, individuals have to stay without jobs for several months or for many years. Further, unemployment is a situation of the labour force when it is larger than the number of available openings. The Encyclopaedia Britannica, trying to be precise, explained it as “the difference between full employment and actual employment.”

Sometimes it is useful to define unemployment by specifying what it is not. Unemployment is evidently not employment. So the unemployed are a split of those who are not employed. Individuals under school leaving age, and the retired ones, are naturally excluded from it. So, unemployed not those who are deemed to be unavailable for work or not seeking work. Moreover, the fully employed comprise those who work full-time and part-time workers who do not desire to work full-time. At the contrary end are those who do not want to work, and those who are not looking for it; they are neither employed nor unemployed, but perhaps best described as voluntarily non-employed.

The strictly unemployed desire to work, are looking for work and would be available to take up work at once. The ‘semi-unemployed’ cover people who would not take up an immediate offer of a job or who are temporarily not searching for employment. Unemployment is admittedly the most significant and perplexing of all labour problems. This concept has been defined in different fashions by economists and others from time to time.

In the pre-Keynesian literature, this crisis of unemployment has received a lot of interest from economists and since 1936 when Lord Keynes published his “General

Theory”, unemployment is considered as the result of depressions. It was broadly envisaged to be connected with the business cycle. Keynes, however, distinguished a new category called “involuntary unemployment” which might and as a law, be present even under boom circumstances. “Insufficiency of demand” according to Keynes, was the original source of unemployment.

According to Pigou, unemployment is “underemployment among the wage-earning classes.” If a wage earner turn out to have an allotment on which he can work when released from his normal trade, or if he is capable, on these incidents, to turn his hand to other lesser work which may not need much training, we shall not for that reason, turn down to group him/her among the unemployed (Pigou, 1913).

From these “ad-hoc” definitions and explanations of unemployment. Some general idea of what comprises unemployment may be drawn. An unemployed person may be defined “as a man or woman or juvenile of working age, who is technically and physically fit for a job, willing to work, but unable to find work.” The same idea has been re-echoed by A.E. Waugh when he says, “An unemployed person is one who is able and willing to work, but who is not working and not able to find work for which he is qualified under conditions that are reasonable as judged by local standards.”

Thus, unemployment is not an equally precise concept. The notion of wishing to be employed must be understood in relation to recognized facts as to (1) hours of work per day, (2) rates of wages, and (3) the state of man’s health. To give an inclusive definition, the term “unemployment” refers to all forms of occupational idleness, whether inside or outside the control of the unemployed workers.

1.3: Theoretical Framework of Unemployment:

The concept of unemployment has been analysed diversely by scholars, academicians, economists, and sociologists. Because of the ongoing debate on the causes, consequences, and solutions of unemployment, a theoretical explanation of the concept would help one to elucidate the meaning of unemployment which seems to influence individuals.

Various academicians put forward different arguments. Many economists understand unemployment in terms of lack of capital, lack of investment and high production (Kikhi, 2006). 'The Classical, Neo-Classical and Austrian Schools' of economics center on market apparatus and rely on the market to answer unemployment. Keynesian economics argues that unemployment arises when there is a surplus supply of workers due to inadequate demands in labour markets. Those dealing with structural unemployment link the causes and solutions of unemployment to disorderly technologies and globalization. The schools that give emphasis to frictional unemployment hold that the causes and solutions of unemployment are related to the hurdles of individual work and wage rates. 'Behavioral economists', on the other hand, hold that the crisis and solutions of unemployment are connected with sticky wages and efficiency wages. In the recent times, 'New classical and Monetarist economists' are of the view that the natural rate of unemployment fluctuates across nations as an outcome of different policies devised by the government, the approach of the workers and business practices.

Sociologists apply three theoretical paradigms, i.e. the structural-functional paradigm, the social-conflict paradigm, and the symbolic-interaction paradigm to study the social impact of unemployment and offer a rationalization from different perspectives.

The Structural-Functional Paradigm assumes that society is a complex system the parts of which functions to uphold stability. The two essential components of this paradigm are a social structure that refers to comparatively steady patterns of behavior, and social functions pertaining to the consequences of the function of society as a whole. According to the Functionalist, each aspect of society is interdependent and contributes to the establishment of the equilibrium in the society that helps in its overall functioning as a whole. Unemployment, in this sense, is functional because changes in the social, political, legal and religious systems will not be in conflict with the economic systems but will acclimatize and adjust for the maintenance and survival to preserve order and stability in a society. For example, during a financial recession with its high rates of unemployment and inflation, various schools, organizations, and institutions might put forward fewer programmes than

usual and yet, society will not stop functioning. However steadily, a new social order, with relative stability and productivity, will come to exist. According to them, active social changes are detrimental else, society will compensate naturally for any nuisance that may arise.

The Social-Conflict Paradigm is based on the postulation that society is a complex system characterized by disparities and conflicts that motivate social change. According to the Marxist view, unemployment is an outcome of the capitalist system. It assists the capitalist system because the unemployed workers compete with employed workers for jobs bringing down the costs of labour in the advantage of the business owners. Marx believed that the competition for the market force the capitalist industry to trim down the cost of production by developing labor-displacing machinery. That creates unemployment. Thus, the Functionalist and Conflict theories propose that unemployment is originated by social factors and not by individual factors.

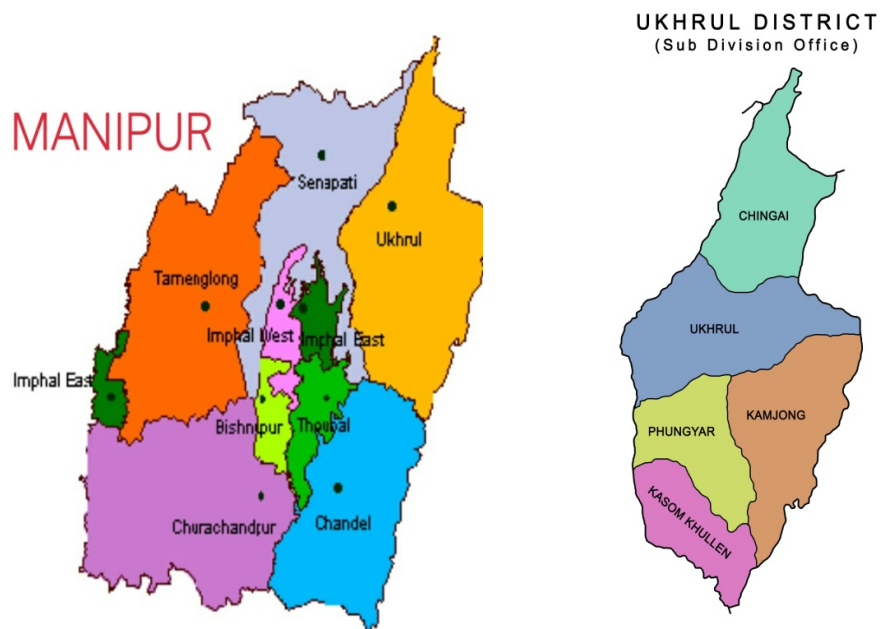
The Symbolic Interaction Paradigm is based on the hypothesis that every action of an individual grounds a reaction from the other individual, which later, is reflected back on to the individuals themselves (Oberhauser, 2003). Symbolic Interactionism argues that individuals decide their own social constructs and perspectives, which are subjective and rely on their own behavior. Hence, an individual can become unemployed even if jobs are available. Max Weber too supports this view. In this respect, sociologists view unemployment as twin aspect of the same problem, i.e., both individual and social.

Another school that explains unemployment is the feminist perspective that is divided into liberal, socialist and radical. According to Liberal feminism, women's oppression originates from women's need for equal civil rights and opportunities. Socialist feminism stresses on the interaction with the capitalist system that generates class and gender biases, thus, reinforcing the patriarchal system resulting in women's subordination, exploitation in the marketplace, and underpayment for their labour leading to women's unemployment. According to Radical feminism, women's

oppression and subordination initiate from patriarchal male authority relations to control female sexuality and female fertility. It is the sphere of life defined by the male culture as personal rather than as political (Miriam, 1987).

Thus, the feminist frameworks establish that women's unemployment is directly linked to patriarchy and the capitalist system. Both of them institutionalize the repression of women and their inferior position in the workplace. Both patriarchy and capitalism are the axis of male dominance, class and gender discrimination and the persistence of male culture in domineering women's role and defined the position.

1.4: Profile of the Study Area:



The present study is conducted in the five blocks of Ukhrul District viz. Phungyar, Chengai, Kasom, Kamjong & Ukhrul Block in the state of Manipur. But on December 9, 2016, the Manipur government issued a gazette notification creating 7 new districts by bifurcating 7 of the state's existing 9 districts. After that decision Phungyar, Kasom together with Kamjong forms the Kamjong district. But as the study started in 2014 the study area remained the old Ukhrul district with its five sub divisions.

Ukhrul District, the land of the Tangkhul tribe was marked out as Sub-Division in 1919 during the British period and it was upgraded to a full-fledged district in 1969. The respective sub-divisions constitute one Tribal Development Block each. The SDO serves Block Development Officer having the Headquarter at the same station. The Tangkhul is the largest dominant tribe in the district. According to censusindia.gov.in, 2011, there are 183,998 populations with 94,718 male and 89,280 females.

Ukhrul district lies in the north-eastern of Manipur State. The district is the border with Nagaland and Myanmar on the north and north-east, districts of Senapati and Imphal East on the north and north-west and Thoubal and Chandel on the South-West and South. The total area of the district is 4544 sq.km. as next to Churachandpur (4,570 sq.km). The district has 230 inhabited villages. The inhabitants are mostly local tribal people.

According to 2011 census, Ukhrul district has recorded a total population of 183,998 of which 94,718 are males and 89,280 are females. The total literacy rate of the district is 81.35%. 85.52% of males and 76.95% for females. With the report of 2011 Census, the district has total workers of 87,929 (47.79 %), comprising of 67,724 (36.8%) main workers and 20,205 (10.9 %) marginal workers. The total cultivable land area in the district is mere 2.13% of the total land according to District Census Handbook, Ukhrul, 2011.

SI No	Sub Division	No. of Village	No. of Population
1	Chengai	35	31004
2	Kamjong	51	16717
3	Kasom Khullen	25	12360
4	Phungyar	41	16539
5	Ukhrul	78	107378
Total		230	183998

District census handbook 2011, Manipur, Economic Survey Manipur 2015 – 16

The study area is Ukhrul district of Manipur which includes five blocks namely Ukhrul, Phungyar, Chengai, Kasom, Kamjong. It is a well-known fact that ours is a thickly populated country. The population is increasing by leaps and bounds. But jobs and gainful avenues cannot be created in the same proportion. So, naturally, a large section of the people is left unemployed. Moreover, our education system is also responsible for this problem. India is the only country in the world where even highly educated persons fail to get employment. Every year thousands and thousands of graduates pass out of schools and colleges. They are unfit for any work, except office work. All of them cannot be absorbed in services.

The growing unemployment problem in Ukhrul District region is continued to be a matter of great concern. Although the magnitude of unemployment in Ukhrul district is not precisely known, we can have an idea about the trend and dimension of the problem from the number of job seekers

In this same way, Ukhrul has also unemployment issue that most of the youth are hungry to get a job. Unemployment among the youth will trigger more and more unemployment problems among the so-called youth if not taken care. Thus, in the process of the searching job, the educated youth remain unemployed. They remain unemployed due to the unwillingness to take up work that is available, and unable to obtain the work they desire with their formal schooling. Gumber (2000) has also noted that “educated persons look for specific kinds of employment opportunities and remain unemployed till they get such work”.

Unemployment of youth may be a Problem but Population, being a human-resource, may not. A proposed model like Cottage-industry, every unproductive youth is compelled to establish a production system. The problem of unemployment is mainly an economic one. In our country, labor is available in abundance. We should provide avenues for employment for them through the cottage and small-scale industries. Besides this, stress must be laid on family planning. Every effort must be made to check the rapid rise in population. This will help a great deal in the solution of this problem.

More stress should be laid on technical and vocational education. The present bookish education which produces clerks alone should be restricted. When people get a technical and vocational education, they will not hanker after services on completing their education, they will come out well prepared to stand on their own legs. The problem will be half-solved if this suggestion is implemented.

1.5: Description of each Block:

1. Chengai a subdivision of Ukhrul 62km away from district headquarter positioned in the rural region of Manipur is one among the 5 blocks of Ukhrul district. The block has 35 villages with a population of 31004 as per 2011 census. Out of this, 15740 are males while the females count 15264 here. The literacy rate in Chengai block is 61%. 18913 out of total 31004 populations are educated here. Among males, the literacy rate is 65% as 10356 males out of total 15740 are literate whereas female literacy rate is 56% as 8557 out of total 15264 females are educated in this Block.
2. Kamjong a subdivision of Ukhrul district is about 80 km from Ukhrul town with a total population of 16717. Kamjong has 121 households with the total of 729 people of which 383 are male and 346 are female but in total it has got a population of 16717 according to 2011 census. The literacy rate of Kamjong stands at 71.96%, male literacy rate stands at 76.47% while female literacy rate is 67.01%. The Subdivision with 51 villages is home to people of Tangkhul tribe. Majority of the inhabitants are Christians. Agriculture is the main primary occupation of the inhabitants. Due to the international border with Myanmar, Kamjong area is often in the news for militancy activities.
3. Phungyar is a sub-division is about 50 km from Ukhrul town. Phungyar has 204 households with the total of 953 people of which 476 are male and 477 are female but in total, including all the 41 villages in Phungyar block, there is population of 16539 according to 2011 census. The literacy rate of Phungyar block stands at 85.35%. Male literacy rate stands at 90.43% while female literacy rate was 86.34%. The subdivision is home to people of Tangkhul tribe. Majority of the inhabitants are Christians. Agriculture is the main primary occupation of the inhabitants. The village was recently

- in the news when many villages in the block were cut off from the rest of the district because of the deplorable road conditions due to incessant rain and landslide
4. Ukhrul is a sub-divisional town in Ukhrul district. It is the administrative headquarters of the Ukhrul district. Ukhrul as a town not only stands for administrative headquarters but it is also a place where all the traditional institutions of the Tangkhul are located. The Town is home to about 75000 people from all works of life.
 5. Kasom Khullen is a Block situated in Ukhrul located in rural area of Manipur, it is one among the 5 blocks of Ukhrul district as per the administration records the block has 25 villages and there are total 2551 families in the subdivision. There are 12360 populations in the block of Kasom Khullen. Literacy rate in Kasom Khullen block is 70%. In males, the literacy rate is 74% whereas female literacy rate is 66%.

1.6: Statement of the Problem:

The present study is aimed to be located in Ukhrul district under the state of Manipur where we can observe that more than 70 per cent of the total population of the district is directly or indirectly depended on agricultural activities (Source: Baseline Survey of Minority Concentrated Districts, Ukhrul District Report, by OKD Institute of Social Change and Development: Guwahati) as other sectors particularly the industrial sector still have to initiate its inception in the area which is established from the District Industrial Potential Survey Report of Imphal West which reveals the total absence of the micro, small and medium scale industry in the district. The educational institutions in Manipur are continuously producing educated youths in the region which is also reflected from the literacy rate (81.35) of the district according to 2011 census. The issue here is, these educated youth are depending on the public-sector for their job which is almost negligible (according to Directorate of Economics & Statistics, Government of Manipur only 4173 people from Ukhrul district were engaged in public sector as on 31st March 2015) in the area, instead of planning on the basis of resources available in the area, consequently there is rampant unemployment which is proved from the number of unemployed (52%) in Ukhrul district according to the census 2011. Hence there is a total mismatch between the supply of workers and the demand

for services sectors. Moreover, the work participation rate of the district according to 2011 census is merely 47.79 %, (49.13% males and 46.37% females) which also narrate the story of the grim condition of unemployment in the district.

The problem is threatening today because these are educated people and hence can become dangerously vocal. The mounting trend of crime in the area is an attestation of the fact (5174 cases were registered during 2014-15 in comparison to 1606 cases in 2013-14 according to the Economic Survey of Manipur, 2015-16). Moreover, the amount of casualties (408 lives in 2007 according to Ministry of Home Affairs) that is caused by the participation of these youth in insurgent movements is also an indicator of the crisis.

Therefore the present study attempts to first find out the socio-economic background of the unemployed youths and also understand the status, causes, patterns, and impact of unemployment and in the process suggest remedial measures to address the issue in the study area. The study on the topic is pertinent looking at the intensity of the problem in the area and also the dearth of serious research work that has been undertaken on the topic in the area. This study is an endeavor of meaningfully suggesting intervention steps on the roots of unemployment through a scientific approach to research work.

1.7: Justification of the Study:

This study focuses on unemployed educated youth in Ukhrlul district whose age is (20-38) and whose level of education range from higher secondary to Ph.D. The data is gathered from five Subdivisions of Phungyar, Chengai, Kasom, Kamjong, and Ukhrlul Block of Ukhrlul district. These areas are selected because they are the sub-headquarters of each block of Ukhrlul district.

1.8: Operational Definition of Unemployment:

For the present study the definition of unemployment used is *“a man or woman or juvenile of working age between the school leaving age and the pensionable age who is technically and physically fit for a job, willing to work, but unable to find work according to his or her qualification and training for at least 180 days in an year”*.

1.9: Operational Definition of Youth:

For the present study, the age group which is used for youth is 20 – 38 years, as in Manipur the age limit for government jobs is mostly 20-38 years.

1.10: Objectives:

1. To find out the Socio-Economic background of the unemployed youth.
2. To find out the different pattern of unemployment in the area.
3. To find out the different problems given by the unemployment.
4. To find out the causes which lead to the problem of unemployment in the study area.
5. To study the alternative means of livelihood for employment.
6. To recommend measures to tackle the problems of unemployment.

1.11: Hypothesis:

- a. There is a positive relationship between economic condition and unemployment status of respondents.
- b. There is no significant relationship between education and unemployment status of the respondents.
- c. Performance of political leadership is positively related to the status of employment in the study area.
- d. The extent of unemployment has a social, economic and psychological impact on the respondents.

1.12: Delimitation of the Study:

1. The study is delimited to only one district of the state of Manipur.
2. The study is delimited to only youth unemployed from 20-38 age group.
3. Another delimitation of the study is the universe of the study, which is only the registered unemployed in district employment exchange whereas the actual number of unemployed in the district may vary.

1.13: Limitation of the Study:

A major difficulty in the study is to come up with the actual number of unemployed youth in the district, the only legal record that could be collected was that of the registered number of youth in employment exchange, till December 2016. But in reality, all the unemployed may not register their name there and many youths may have got a job after registering there. Therefore the number may not reveal the actual picture of the extent of unemployment in the area. Moreover, the block-wise or village wise distribution of the registered number of youth in employment exchange is also not maintained by the District Employment Exchange, hence ideal sampling procedures could not be formulated.