

# The Problem of Unemployment among the Educated Women in Nagapattinam

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**Abstract**— *Employment is a need or way of survival in today's growing world. people are not employed due to lack of qualification and unskilled. In our country women are highly educated but they are not paid enough, female are paid less compared to male. Many of the girls are getting a dead end degree which is of no use, some are married early. Therefore they end their careers. Even after getting married woman plans to get a job. Although India has nine months paid maternity leave still many of them get tired when they become pregnant. There is an inadequate college system brings out thousand of graduates every year but are not capable of providing placement, half of the colleges are not even making their students to have some Job Oriented Skills and remain unemployed.*

**Keywords**— *Educated Unemployment, Job Leaving, Job Loss, Job Search.*

## I. INTRODUCTION

The perfect woman, you see is a working woman; not an idler, not a fine lady but one who uses her heads and her heart for the good of others. There is no force more powerful than a woman determined to rise. A strong woman builds her own world.

Unemployment is difficult to estimate in India and most unemployment statistics are likely to underestimate the true level of unemployment, particularly for women.

The unemployment rate of women has increased in recent years in comparison with the unemployment rate of men. The worsening unemployed women have been interpreted as a trend associated with the rise in female labour force participation. Jobless women have difficulty in securing suitable work than jobless men, as it can be reduced from the fact that they tend to remain unemployed longer.

The optional level of women's employment obviously depends on a number of demographic factors such as the birth rate and the size of families which can markedly affect their capacity to engage in productive employment. The frequency of women working outside the home is clearly related to their age, marital status, residence and level of education.

## II. STATEMENT OF THE PROBLEM

The main problem for an educated women in India is to choose either higher education or career on the one hand and marriage on the other.

There are also social, psychological and situational reasons for taking employment specially in case of women belonging to high class family. These reasons includes ambition for a career, charm of the position, utilization of leisure, proper use of higher education, willing away the time till marriage, escape from domestic work, freedom to mix with people and preference for out-door life.

The work available to educated women is often of a lower status. In many cases they have to accept job inferior to those of men with levels of education comparable or even inferior to their own. This may need to a pronounced "Status frustration" effect whereby many women who feel entitled to a certain level of income (Sometimes known as "Reservation aspiration level") withdraw from the labour force, then accept some lower paying, lower status job.

This tendency to withdraw is probably strongest for educated women whose husbands have high income, high status job.

### Increasing of Women Unemployment

#### Unemployment job-leaving:

An employed worker following an income of maximizing strategy searches for another job, when the expected return exceeds the cost. The choice to leave and search from unemployment rather than to search while employed is motivated by a greater difference between the respective gain and cost of seeking a new job from unemployment than from employment.

Whether from employment or unemployment the male's return from searching for another job is likely to be greater than the female's. Two reasons, job length and distribution, provide men with a greater incentive to search then women and therefore increase men quitting.

The job interruption for household activities, the women spends less time in the market reducing the length of time over which she gains from search are received. In addition, discrimination that prevents women from entering higher paying jobs reduced the gain from alternative offers. The smaller incentive to search may reduce job leaving unemployment of women compared with men, her foregone wage is lower. In addition, the greater gains to time spent unemployed for women induce them to use unemployment search.

Job searching during unemployment is unlikely to be a continuous day long activity. The gains during unemployment include the use of interspread periods of search activity. The gains are greater for women for men, because a female can use the interspread periods in part time employment, in home work move productivity than males. The increased females productivity results from more experience and training in house hold activities such as cooking and child care. Despite men gain the large from search which cause them to search more, the relative levels of job leaving unemployment rates are uncertain because of the incentives for women to search from unemployment.

When employment rate increases, the returns from search decreases for both men and women because the average offered wage decreases and the search more frequently produces no offer. The decline in gains from search time is less for women than for men, since the value of women's periods of inactivity during search does not fall. Therefore, women's job leaving unemployment will be higher compared with men as the unemployment increases.

#### **Unemployment-job loss:**

Unemployment is due to of the loss of the previous job from involuntary separation. Involuntarily separated workers include discharged workers but are mainly lay-offs. The discharge rate and the resulting unemployment rates are assured to the same for males and females.

The higher market productivity of male's compared with home productivity causes more male than female lay off's to continue job search. For a woman the value of home productivity is closer to her potential market earnings because she had more training for work in the home market earnings are reduced by the investment search required to locate market employment. The proximity of home and market productivities for women encourage more female lay-offs to work in home. As a result of this labour force withdraw, it is uncertain whether higher female lay off rates will result in higher job loss unemployment for men or for women.

#### **Unemployment Entry and Re-entry:**

Unemployment while seeking to find a first job among adult is expected to be greater for women than men. More teenaged males have work experience than teenaged females. Therefore, more of the adult – female labour force are new entrants. Since there is a large number of entrants in the female labour force. The unemployment rate of women is greater.

Unemployment while re-entering the labour force is also expected to be greater for females. Household activities related to marriage and child interrupt female labour force participation and are unequally shared with males. Since females re-enter the labour force more frequently than males, the re-entrants unemployment rate of women is greater.

Job leaving entry and re-entry unemployment are expected to rise more for women than for men, but women's job-less unemployment is expected to rise less than men.

The higher employment rate of women's is a persistent problem, but it is a symptom and not a cause of inferior labour market status.

#### **OBJECTIVES:**

- 1 To find out the extent of unemployment prevailing in the study area
- 2 To analyse the period of waiting for employment
- 3 To observe the mode of job search
- 4 To estimate the cost of job search
- 5 To study the factors influencing job aspiration

### **III. METHODOLOGY**

The data collected for this study belong to two categories: primary and secondary sources. The primary data was collected with the help of a comprehensive and secondary data consists of published and unpublished materials in the form of books, reports, journals and

periodicals related to women. A total of 50 unemployed persons were selected for the study.

## CONCEPTS

Sen states that, “a person should be counted as unemployed so long as the nature of the job and the remuneration received by him fall below his expectations”. In his numerical exercises, he counts among the unemployed all persons on the live registers of employment exchange including a large proportion who already have some job. He justified it on the ground that the fact of registration indicates that job held by these persons do not match their respective expectations.

## EDUCATED UNEMPLOYMENT

Educated unemployed person is the one who is having educational qualification of matriculation standard and above but remaining unemployed. A study carried out by the YMCA of India, defined “Educated women as a woman with a first university degree that should equip her to choose her field of further study wisely. Continue her study, with the necessary field training, by herself, do her own reading, acquire her own expertise, and organize her own way of learning and living”

## JOB ASPIRATION:

Job aspiration refers to the motivation of the unemployed person about the place and nature of the job preferred and the monthly salary expected. This depends on the family conditions and the annual income of the family.

## WAITING PERIOD:

The period of lapsing from the date of registration in the Employment Exchange by the unemployed with her highest qualification till December. In the words of Metha, waiting period is defined as “The period lapsing between the obtaining of the last degree and the landing of the first job”.

## COST OF JOB SEARCH:

The cost of expenditure of the unemployed person during a year refer to the cost of application fee, postal expenditure, travelling expenses and expenditure on attending interview and other such expenditure.

## MODE OF JOB-SEARCH:

The sources through which the unemployed persons are trying to get their jobs, such as Employment Exchange, Public Service Commission, Clerical Examination and Private Recommendations is called as the mode of Job-search.

## PLACE OF WORK:

The place of work refers to the particular areas in which the women are willing to take their jobs, if they are provided. The places includes their Native Town / Taluk / District / States and nearby states.

## THE PROBLEM OF EDUCATED UNEMPLOYMENT IN INDIA:

Educated unemployment is a special problem in the Indian setting. A survey conducted by the Indian Institute of Public Opinion in 1972 indicated that, one in four of literate youth between 18-24 years of age group were unemployed. This gives for the whole country a literate youth unemployment figure of 7 million. On this assumption the total unemployed (literate and illiterate) aged under 24 was not likely to be less than 15 million and all unemployed not less than thirty million. This is grave enough as a base. The labour force growth is assumed to be 6 millions per year and jobs are available to the extent of only 2 million a year.

The backlog, therefore, of a 4 million is added every year. In the several plan periods the backlog of unemployment has been rising at enormous rates and so is the despair and frustration among the unemployed and particularly among the educated. On both counts female workers are affected in very large numbers. In 1987, there were 167.35 lakhs of educated unemployed from the registers of employment exchange. Among the educated unemployed the proportion of matriculates is falling and that of graduates and post-graduates is rising. It has risen from 9.5% in 1961 to 17% in 1987. Registration of unemployed shows that matriculation is not a terminal stage in the Indian educational system and that there is a tendency towards over education leading to a paradoxical man-power situation. The growth rates of educated job seekers are 12.4, 17.0 and 16.3 among that matriculates, higher secondary educated and graduates and post-graduates respectively.

Though agriculture offers part-time jobs for many more the educated employed can obtain only a few. The placement rate of employment exchanges is only a fourth of the new job seekers registered. An analysis of women unemployment is not available except for the total, and that for women have to be derived or assumed. Moreover, the data are in terms of stock of labour and not flow of man hours. Women's labour participation is either underestimated or ignored. Indian 'unemployment statistics' is, a reflection of the failure of the market to clear labour supply and the result of incomplete or non-available information on the part of job seekers regarding relevant alternatives they face.

The educated unemployed growth problem rests on the question of waiting period before entering a job. It is observed that in other developing countries as well as waiting time for school leavers is less than that of college graduates. A list of skills and areas of job-oriented courses available to girls and women is furnished. However it is to be noted that not only admission into these courses are restricted to women candidates and the number of women's polytechnics are very few considering the large number of school leavers.

#### CAUSES FOR THE EDUCATED UNEMPLOYMENT:

There has been an alarming phase of mass-unemployment among the educated youth. Post graduates and graduates are walking pillar to post in search of employment where there is slowdown in economy, there is surge in the number of uneducated unemployed people. Many educated people are knocking at the gates of offices just for the position of petty clerk and get disappointed when they read the words 'No Vacancy' on the gate. Numerous cases of suicide among the unemployed young men have been a feature of our time.

- 1 Defective expansion in the educational system which has led to a surplus of educated persons.
- 2 Imbalance between the rate of economic growth and capacity of the economy to absorb educated persons.
- 3 Lop-sided expansion in higher and technical education
- 4 Lack of work experience and social service which has failed to create the spirit of self – employment and self – confidence among the educated unemployed.
- 5 Lack of Network of Cottage Industries.
- 6 Mentality.

#### AN ANALYSIS OF JOB SEARCH BEHAVIOUR OF UNEMPLOYED EDUCATED WOMEN IN NAGAPATTINAM:

##### ANALYSIS OF THE UNEMPLOYED:

The unemployed persons are classified according to the languages known by them. It is shown in the Table . 1.

*Table.1: Distribution of Respondents according to Languages Known*

Languages Known	Number	Percentage
Tamil and English	36	72
Tamil, English and Telugu	06	12
Tamil, English and Hindi	05	10

Tamil, English and Urdu	03	6
<b>Total</b>	<b>50</b>	<b>100</b>

Table: 1 reveals that 36 unemployed women has knowledge of two languages and 14 have acquired the knowledge of three languages. Even the acquisition of many languages has not enabled to get a job for sample respondents.

*Table.2: Number of the members of Households*

S.No	Number of Households	Number of Respondents	Percentage
1.	2	05	10
2.	3	09	18
3.	4	12	24
4.	5	17	34
5.	6	04	8
6.	7	02	4
7.	8	-	-
8.	9	01	2
	<b>Total</b>	<b>50</b>	<b>100</b>

The table No. 2 reveals that nearly 5 of the respondents are drawn from households having 2 to 3 members and 12 of the respondents are drawn from households having 4 to 5 members.

*Table.3: Number of Unemployed Educated Women in the Family according to the Period of Unemployment*

Period of unemployment	Number of persons	Percentage
Less than 6 Months	13	26
6 Months to less than 1 Year	06	12
1 Year to less than 2 Year	07	14
2 Years to less than 3 Years	09	18
3 Years and above	15	30
<b>Total</b>	<b>50</b>	<b>100</b>

Table.3. presented the educated unemployment respondents were asked to give details of their family. The

analysis of the reply furnished by them indicates that nearly 15 of them were unemployed for more than 3 years.

*Table.4: Age of the Unemployed*

Age	Number of Respondents	Percentage
15 – 20	05	10
20 – 25	15	30
25 – 30	10	20
30 – 35	13	26
35 – 40	07	14
Total	50	100

Data related to the age of unemployed in the sample household is tabulated as follows.

The age distribution of the unemployed provides a useful proof to the problem of absolute unemployment in the area. Long queue of the youngsters waiting for unemployment that is apparently inadequate to accommodate them all is brought into the focus by the age frequency of the unemployed women. The typical unemployed person is a young women less than 25 years standing on the facts increasing man powers and the tragically slow rate of growth of employment. It is clear from this table that 15 of the unemployed belongs to the age group of 20 – 25.

*Table.5: Distribution of unemployed according to their Qualification Observed (Values)*

Period of Unemployment (in months)	Post Graduate	Graduate	Non – Graduates	Total
0 – 1 Year	4	2	2	8
1 – 2 Years	2	3	-	5
2 – 3 Years	4	5	6	15
3 – 4 Years	1	2	2	5
Above 4 years	14	3	-	17
<b>Total</b>	<b>25</b>	<b>13</b>	<b>10</b>	<b>50</b>

The table No. 5 reveals that the period of unemployed in the case of Post Graduate is high 14 respondents in the category of Post Graduate are unemployed for above 4 Years. This shows higher the education higher will be waiting period.

#### EDUCATIONAL QUALIFICATION OF THE RESPONDENTS:

#### UNEMPLOYMENT OF THE BASIS OF EDUCATIONAL QUALIFICATION:

When the unemployed persons are classified according to the subjects, it is helpful to understand the magnitude of unemployment of the basis of degree and subjects.

*Table.6: Educational Qualification of the Respondents*

Subject	Number of Respondents	Percentage
M.A.,	7	14
M.Com.,	2	4
M.Sc.,	2	4
B.A.,	9	18
B.Com.,	8	16
B.Sc.,	10	20
Technical	5	10
H.Sc.,	4	8
S.S.L.C	3	6
<b>Total</b>	<b>50</b>	<b>100</b>

The Table :6 reveals that the 50 respondents taken are for the study of job search analysis. 3 persons have studied upto S.S.L.C, 4 persons have the qualification of H.Sc,5 persons have the qualification of Technical Education. 27 persons are Graduates and the remaining 11 persons have received the Post – Graduate degree.

#### TYPES OF EMPLOYMENT:

Acceptability of different types of jobs is a factor to be studies in this survey. Some important occupations like, Teaching, Clerical, Bank Jobs and Technical Jobs have been considered.

Table.7: Type of Employment

Occupation Desired	Number of Respondents	Percentage
Teaching	18	36

Clerical	10	20
Bank Job	11	22
Typist	6	12
Technical	5	10
<b>Total</b>	<b>50</b>	<b>100</b>

The Table 7 shows that the largest among them are willing to accept teaching jobs. The people acceptable in Bank and Clerical jobs are more or less equal.

It is essential to note the nature of relationship between educational qualification and to the salary expected. All the respondents expressed their normal expectation of salary according to their qualifications.

Table.8: Minimum Salary (Per Month)

Enrolments	Post Graduate No.	Graduate No	H.Sc No	S.S.L.C No	Technical No	Total
0 – 1000	-	-	-	-	-	-
1000 – 2000	1	5	3	5	3	17
2000 – 3000	2	7	5	3	4	21
3000 and above	7	3	2	-	-	12
Total	10	15	10	8	7	50

From the Table. 8 it is to be noted that there is an educational qualification has the correlation between the salary acceptable.

#### ATTITUDE TOWARDS SELF – EMPLOYMENT:

The respondents were asked to express their view about the prospects of their own self – employment in view of the difficulties of getting a job. Only 18% of them are willing to explore self – employment opportunities and the rest 82% are not willing to avail such opportunities due to the following reasons.:

1. Lack of family tradition
2. Lack of resources
3. Lack of guidance
4. Lack of skill and experience

#### NUMBER OF TIMES APPLIED FOR JOB:

Distribution of unemployed according to the number of times applied for Job.

Table.9: number of Times applied for Job

Number of times applied for Job	Post Graduate	Graduate	Non – Graduates	Total
0 – 2	-	3	10	13
2 – 4	1	3	1	5
4 – 6	1	3	5	9
6 – 8	3	2	1	6
8 – 10	1	5	1	7



10 – 12	1	-	1	2
12 – 14	-	-	-	-
14 – 16	2	1	1	4
16 – 18	-	1	-	1
18 – 20	1	2	-	3
<b>Total</b>	<b>10</b>	<b>20</b>	<b>20</b>	<b>50</b>

Table No. 9. Number of attempts has to be made in job hunting to get hold of a job.

The distribution of the unemployed with various levels of qualification and the number of times applied for jobs by each class is calculated. It is clear that only persons those are under graduates have applied more times than those who are highly educated.

#### REASONS FOR REMAINING UNEMPLOYED:

The respondents were asked to given the reasons for their unemployed. The reasons given by them are listed below

1. Severe competition
2. Job not available
3. Expecting other decent job
4. Temporary nature of the job
5. Lack of future prospects
6. Inadequate emoluments

#### COST OF JOB SEARCH:

The important economic aspects of search behavior is the cost of job search. such a cost include expenditure on travel, newspapers, postal cost, To private employment agencies and the non-consumptive portions of expenditure on items like new clothes, boarding and lodging etc..

Table.10: Expenditure on Travel according to their Qualification

Amount	Post Graduate	Graduate	Technical	SSLC	HSC	Total
0 – 200	3	5	3	10	4	25
200 – 400	3	1	-	-	-	4
400 – 600	2	2	3	-	1	8
600 – 800	-	4	3	-	-	7
800 – 1000	2	1	-	-	-	3
1000 – 1200	-	1	-	-	-	1
1200 – 1400	-	-	-	-	-	-
1400 – 1600	-	1	1	-	-	2
<b>Total</b>	<b>10</b>	<b>15</b>	<b>10</b>	<b>10</b>	<b>5</b>	<b>50</b>

The table 10 reveals that the expenditure on travel according to their qualification. The expenditure range with a class interval of rupees 200 per month is made and the number of respondents in each class is found out as the class frequency.

Table.11: Means of Searching Job

Qualification	Public Service Commission	Direct Application	Employment Exchange	Other Means
Post Graduates	18	14	8	-
Graduates	10	9	15	-
Technical	8	5	10	-

S.S.L.C	4	-	5	-
H.Sc	10	2	8	-
<b>Total</b>	<b>50</b>	<b>30</b>	<b>46</b>	<b>-</b>

Table 11 reveals that the respondents were asked about the agencies through which they try to get the job 46 of them preferred employment exchange 50 of them preferred through public service commission. 30 of the respondents preferred direct application of the department or institution.

#### CHOICE OF EMPLOYMENT:

Table.12: Choice of Employment

Section of Employment	Qualification					
	P.G	U.G	Technical	H.Sc	S.S.L.C	Total
Central Government	05	04	0	01	0	10
State Government	04	05	01	03	02	15
Local Body	02	02	01	03	02	10
Private Enterprises	03	01	01	01	02	8
Foreign Enterprises	01	01	05	0	0	7
<b>Total</b>	<b>15</b>	<b>13</b>	<b>8</b>	<b>8</b>	<b>6</b>	<b>50</b>

Table : 12 shown that the respondents have expressed their choice of job of the following agencies in the order of merit. It reveals that 50 of the sample unemployed prefer State Government jobs next comes the jobs in the Central Government and Local body.

All the respondents have expressed their view that increase in the levels of educated unemployed will (i) Cause of job seekers to lower their acceptance level (ii) increase in the number of job seekers (iii) increase the competition for available vacancies (iv) rise in duration of unemployment and (v) decrease the probability of offer at each level of wage.

The respondents do not agree with the view that absence of differential in wage rate will lead to full employment. They have expressed their view that will as the percentage of educated unemployed is increasing year by year. Flexibility in wage rate will partly help to attain full employment.

The respondents were asked to state the difficulties and obstacles in getting a job. The opinions of the respondents are classified in the order as given below.

1. Educated persons are increasing year by year.
2. Influence of recommendations.
3. Caste preference.
4. Influence of Politicians.
5. Problem for finance.

6. Problem for seniority.
7. Severe competition for available jobs.
8. Bribery.

#### IV. SUGGESTIONS

The following are the suggestions to solve the problem of educated female unemployment.

Minimum marks to pass in the examinations should be increased. There must be a change in the educational system such that vocational and job oriented education should be given during the period of schooling.

Bribery should not be encouraged. Jobs should be given according to ability, skill and qualification and not on the basis of caste, recommendations, influence of politicians etc.

The best solution to solve the problem is to increase self-employment opportunities. Financial and technical assistance should be made available without hand course to encourages self-employment opportunities. In rural areas, co-operative stores, medical stores can be opened where the educated unemployed can be employed.

There is a tremendous employment potential in the librarian profession in India. It is regarded particularly suitable to women.



There is a shortage of statistician's actuaries and accountants throughout the world. Women can qualify themselves in these fields and easily find employment chances.

Women are required to change their occupational outlook and avail themselves of the training facilities for the acquisition of technical skills which will pave the way towards achieving equality of opportunity.

Education at all levels has to be streamlined and the main purpose of such streamlining should be avoidance of wastage in all forms, because unemployment amount to wastage of man power which has tremendous possibilities to contribute to nation's progress.

## **V. CONCLUSION**

Employment is a need or way of survival in today's growing world. Educated young men and women on whose shoulder lies with a great responsibility of making India an ideal socialist state. Our young men, on their own part, must make it a principle that they should not run after outwardly shine in urban life, rather they should settle in villages, thereby contributing their quota of services and buildup of our villages.

It women empowered means mother India will be empowered. These are the words said by Pandit Jawaharlal Nehru. His words should come true.

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