

“Unemployment in a Social Media Age”*Aparna Chaturvedi**B.A.L.L.B**Indore Institute of Law***Abstract**

Our country's economy is mixed economy. Our apparent goal is to make the “social welfare” for the citizens of India especially for the needy ones. They make programs for the education of people so that the illiteracy rate can go down and people can have jobs accordingly. But there are still some who never knew about the importance of education. Even though a good educated person finds it difficult to find jobs after owning the good knowledge and even some need to work in such jobs which are below their standard and qualifications for livelihood, family responsibilities and survival. Unemployment rate is increasing rapidly especially among the youths and due to which many become hopeless & depressed. This sets a picture of keen struggle for survival in the world as there is continuous race and facing stiff competition in every profession they choose. Every experienced individual will surely wish for white collar jobs and good salaries but when they get placed where their talents remained hidden they slowly start losing their interest towards the work. And some only work with the motive to make money and fill their pockets due to which they get indulged in the corruption. This is too a root cause for the failure of the men and women in life. Also, after a huge trial and spending their money when they don't get the positive results, it turns some youth to get involved in the criminal activities for quick money making. Thus, this research is majorly focusing towards the solutions & measures taken for the unemployment in this social media age and its cause and effects too. Also telling how essential it is to provide the men and women with good skills and vocational guidelines facilities. So that workers know about their rights and wrongs and come up with better results & routes.

Introduction

After Independence of our nation from 1947 to 2018, our Indian economy is still not completely developed and facing many issues like rising poverty, unemployment, illiteracy, over population plus unhealthy citizens, lack of industrialization, also inefficient agriculture, etc. And among these all major problems, the one which is still maximizing in fast rate in different parts of our country is “Unemployment” as well as underemployment.

Employment has always been regarded as the most prime social issue. The two fundamental reasons that make it so large and main are- 1. It affects the stability of the society & 2. Also affect the economic development of society. If there is huge number of people jobless and aimless or uneducated everywhere, it will lead to some very bad consequences.

1.1 What is Unemployment & Underemployment?

In few easy words, unemployment simply means “citizens with no job or work to do”. However it is not that small and limited one, instead unemployment is the very vast and far more complex matter. And the other term “Underemployment” is defined as the measure of employment and utilization of labors in our economy which looks forward about “how well the labor force is being used according to their experiences and skills. There are two main classifications of underemployment i.e. (a) part-time workers who own the capability to work for full-time & (b) the labors that are being paid very less as compared to their inculcating skills. According to a resolution of International Labour Organization in the year 1982, the international community explains unemployment as:

If a person is:

- “without work” this means the person wasn’t in a paid employment or self-employed during a particular reference period;
- “currently available for work” this means the person was ready for a paid employment or for a self-employment during the reference period;
- “Searching for work” this means the person had taken specific steps in a specified recent period to seek paid employment or self-employment.¹

Evolution and Current Scenario

“Of all the aspects of social misery, nothing is as heartbreaking as unemployment...” – Jane Addams (1910), “Twenty Years at Hull-House”

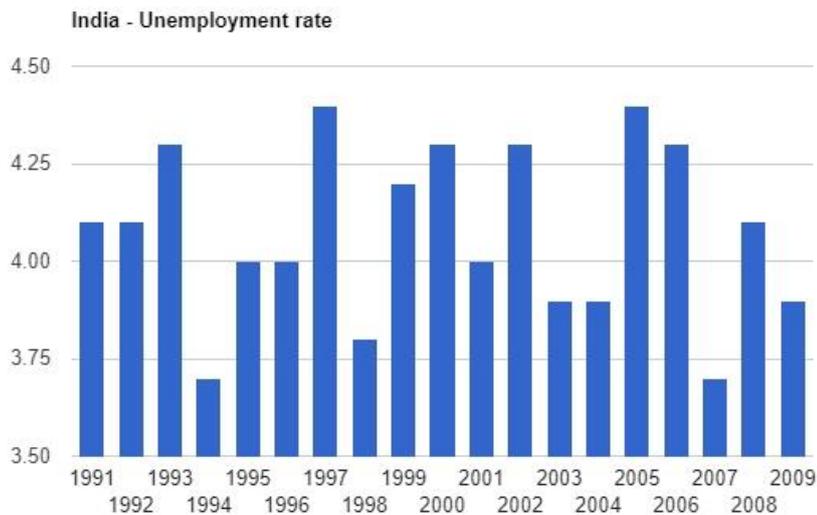
According to UN Labor Report, unemployment in our country is projected to witness marginal increase in between 2017-18. Also job creation in India is not expected to pick up pace in 2017 and 2018 as unemployment rise slightly, representing a near stagnation in terms. And that percentage of rate of unemployment remained at 3.4 i.e. increasing unemployment from 17.7 million to 17.8 million in 2016-17 & went to about 18 million in this year.

This clearly shows instead of decreasing, it is going up. Though in 2016 when the “majority” of the 13.4 million new employments created in southern Asia; among which there was 7.6 % growth was of India.

“Manufacturing growth has underpinned India’s recent economic performance, which may help buffer demand for the region’s commodity exporters” it added.²

¹International Labour Organization, “ Resolution Concerning Statistics of the Economically Active Population employment, Unemployment and Underemployment” (1982)

² Unemployment to India increased marginally in 2017-18:UN Report,
<https://timesofindia.indiatimes.com/india/unemployment-in-india-to-increase-marginally-in-2017-18-un-report/articleshow/56512962.cms>



Source: TheGlobalEconomy.com, The World Bank

The above chart shows the country's unemployment rate surveyed by World Bank from the year 1991 to year 2017

Fundamental Concepts of Unemployment

1.1 Types of Unemployment

Unemployment is one of the main key indicators of the economy. And removing or preventing this mass unemployment is presently the universal primary goal for us. Basically, there are five types of unemployment which are being recognized i.e. -

1. **Frictional Unemployment:** Frictional Unemployment is defined as the time or period between the job transactions. The person is said as unemployed when he/she is trying to find new job or any kind of skilled work for themselves.

For e.g. A person who was working in a company and he quit his job in the search of a more worthy work and payment. So the time gap between the earlier left job till the time he finds a new one, that specific time he will be regarded as "frictionally unemployed."

2. **Cyclical Unemployment:** Cyclical Unemployment is basically not considered as the natural unemployment rate. It occurs during the "contraction phase of the business cycle". This generally happens when there is dramatic fall in the demand of the goods or any kind of services and due to that to cut costs, they need to lay off large numbers of labors. And it tends to create more unemployment.

For e.g. suppose, there is an ice-cream company which owns the production of various ice-creams. But as we know very well that the consumption of ice-creams is much during summer season instead of any other season and due to which we need more workers for the production of ice-creams during that particular season. Thus, the demand of labors is high during summers while it dramatically falls during winters and other seasons. Therefore decrease in demand of labors results in reducing number of workers from that ice-cream producing company.

- 3. Voluntary Unemployment:** Voluntary unemployment arises when there is a scenario that people choose not to work. And in such a phenomenon, people are unable to find any kind of work which matches their expectations level, due to which this voluntary unemployment is taken under as an another type of frictional unemployment. These are the people who don't come under "participating workforce."

For e.g. India consists of several types of citizens in which there are some people who have good skills and knowledge; but because of their uneasy ignorance and not satisfying with what that actually get in an expectation of more payment and benefits. Due to these people, country need to suffer loss and still consists of major unemployed citizens.

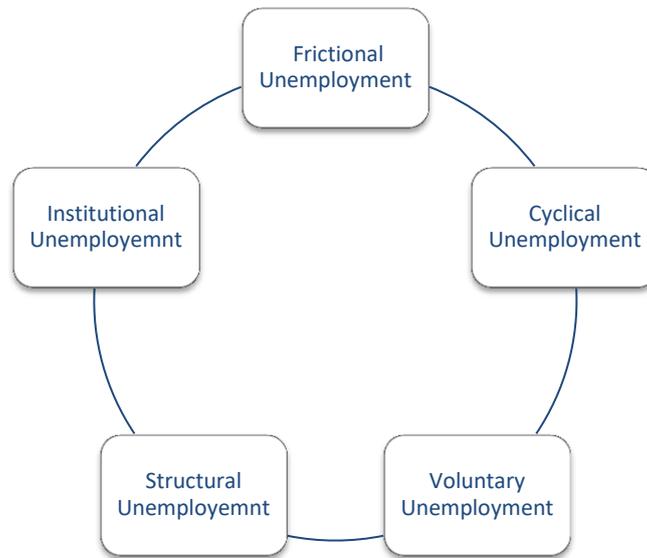
- 4. Structural Unemployment:** Structural unemployment can encourage and results in voluntary unemployment as it too come under as a form of frictional unemployment. But generally it lasts longer. Thus, structural unemployment occurs when the skills, education or knowledge, experiences do not suit job openings.

For e.g. recently, the Madhya Pradesh government conducted an exam for the post of "land-record keeper i.e. Patwari" which require minimum qualification of the person till 12th standard. But even the major degrees holders applied for that job, which was totally adverse or opposite directional for such people. Still they have to be a part of such kind of works. This example is best telling us about the "structural unemployment".

- 5. Institutional Unemployment:** Institutional Unemployment explains how interference in the labor market can create unemployment. The government is the most common instigator of institutional unemployment.³

Government can set taxes, create price floors or, price ceiling and also indirectly support other factors of institutional unemployment such as labor unions.

³https://www.google.co.in/url?sa=t&source=web&rct=j&url=http://www.roundtablecommunity.org.hk/qef/mco/nf/mg20_topic_sg.pdf&ved=2ahUKEwi9lbb84KrcAhXDrI8KHxWJcBoQFjAQegQIAxAB&usg=AOvVaw3MqXpsPPpPIbjcPMJ59kft (pdf)



3.2 Causes of Unemployment

Although there are several causes of unemployment in India but the top five problems which leads to its maximization are as follows:

1. Lack of the stock of physical capital:

In developing countries like India, the first main cause of underemployment and unemployment is the shortage or deficiency of stock of capitals according to the needs of the growing labor force rate.

In this modern time, it is difficult and quite hard for a man to produce anything by himself i.e. without any arrangements. It is so simple to understand that as there is the growth of the new technologies and specializations, every person engaged in different sectors needs much more capitals too for the production and proceeding of their work⁴. Suppose if we take a very easy example of a hunter, it is common that the person will need tools like bow & arrows(capitals) to target his prey for running his livelihood.

Now, if we see what results in long-lasting unemployment or chronic unemployment is when working labor force growing faster as compared to the stock of capitals present in the country. Therefore because of not enough instruments of production available, the whole additional labor force can't be absorbed in production employment.

⁴ Subho Mehta, [Top 6 Causes of Unemployment in India](http://www.economicdiscussion.net/unemployment/causes/top-6-causes-of-unemployment-in-india/10407).

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2. Use of capital intensive techniques:

The other second important factor accountable for the slow growth of employment has been the use of capital-intensive techniques for the goods production. And everywhere in this day and age and even before the year 1991, it had been started to give more preference for the capital-intensive system than to labor-intensive techniques.

It had been argued by the private sector before that because of labor-intensive practice, there are less surplus generating capacity and also low productivity. Thus, from so before they started investing for the capital-intensive techniques or plants according to the developing technologies in western states.⁵

Though the cheap capitals availability in some areas encourages small scale industries but its use is rising rapidly and it has now become a major reason for the unemployment for the citizens who wants to work and not being appointed.

It is must to balance both sources of production i.e., the labor-intensive & capital-intensive.

3. Neglect of the role of agriculture in employment generation:

Now, coming towards another factor responsible is that the role of agriculture is been neglected while generating new employment opportunities; due to while there is slow growth of employment. The government must focus on the proper strategy to be adopted as this field contains surplus labors which can result in its awareness & also primarily many rural individuals can be employed.

What is mostly needed for the large employment generation in agriculture is that the new green revolution technology should be broadly diffused and adopted in the backward and covering agricultural regions in the state. Also, as we know that this revolution consists of use of HYV seeds i.e. high yielding varieties seeds, greater use of pesticides and fertilizers for protection of crops with good irrigation; due to which it becomes hugely labor absorbing or employment creating area.

Government must provide those farmers a proper hectare of land and better irrigation facilities everywhere (because approx. only 39% of cultivable area have it even after the 9th year plan) so that the agriculturists don't stay only seasonally employed but can grow more than one crop in a year.

4. Joint family system & caste system:

There are many big-big families which own or have big business or companies running by them. And every person working for that business gets equal profits or payments being the member of that particular family.

And due to which there are people who become overconfident that even if that don't work much then also the money will be provided to them in the same manner. Thus, they totally depend on that joint family business and never try to make self efforts for

⁵ Supra, note 2

earning or finding new source of being employed.⁶ This makes joint family system a focusing cause of unemployment as they directly encourage “disguised unemployment”.

Also, the caste system which is highly followed in almost every parts of the nation and in India it is widespread or prevalent. Yes! There are some areas still which forbids specific castes to work for them. They give privileges to particular community belonging citizens and totally unseeing the talents and experiences of the deserving ones. Therefore, unemployment goes up.

5. Rigid protective labour legislature:

There has been the existence of unduly rigid protective legislature, in the organized sector, which makes it difficult to retrench a worker who has been employed for 240 days and again it results in the slow expansion in employment generation for other rest. This labor legislature is very much rigid that it is even difficult to quit the industries and shut down the units.

Basically, if we see they are encouraging the capitals usage instead of labors too. Thus, this extremely protective labor legislature induces those private entrepreneurs to prefer or favor the utmost use of capital in place of labor.

3.3 Effects of Unemployment

This formidable matter in India will go an alarming stage unless some effective plus positive measures are immediately adopted. So if further the jobless citizens’ mass goes on increasing, it can leads to great risk to state and society.

- Firstly, because of adverse situations many may get engaged in such undesirable criminal actions (theft, robbery, rape, murder, etc) to survive or to create any source of revenue, especially when they have burden or pressure and also responsibilities of their family members too.
- Second ill effect of unemployment can be the people’s standard of living will remain unaffectedly low & a stern rise in the poverty rate and no improvement in the public health too.
- Also, the main effect of not finding a god job for these generations can be the depression & mental sadness among the youth.
- Thus, again and again this huge issue which can’t be solved only with some normal measures aggravates economical imbalance and also social unrest of the country.

⁶ Pooja Mehta, Main Causes of unemployment in India, <http://www.economicdiscussion.net/articles/main-causes-of-unemployment-in-india/2281>

Measures Undertaken by Government to Reduce Unemployment

4.1 National Rural Employment Program (NERP):

This NREP program initiated in October, 1980 as a part of Sixed Plan of five year plan and also remained continued under the Seventh Five-Year Plan as a anti-poverty strategy. And this program became a regular plan from April, 1981.

It aims at providing employment in the lean season of agriculture. It creates employment opportunities of the order of 300 million-400 million man-days every year.

4.2 Rural Landless Employment Guarantee Program (RLEGP):

This rural landless employment guarantee program was started in the year 1983. It was initiated during the time of seventh five-year plan in which about 1,150 million citizens-days of employment were produced under the program.⁷

Its main motive to launch is to improve the conditions and also expand employment opportunities for the rural landless labors or workers. Also goal was to strengthen the rural infrastructure.

4.3 Integrated Rural Development Program:

The IRDP program was created by the government of India in the year 1978 but came into the force and implementation in the year 1980. This can be called as anti-poverty program too as it is towards the opportunities for poor to get employed as well as working for the development of skills among the persons. The government set the objective to empower the state of living of slum area people and develop poor especially for those who are below the poverty line. The program was beneficial for the persons as follows:

- Rural artisans.
- Scheduled tribes (ST) and schedule castes (SC).
- Laborers and Marginal farmers.
- Also, the economically backward classes who have annual income even less than 11,000 Rs.⁸

⁷ <https://www.learnpick.in/prime/documents/ppts/details/1270/government-policies-to-reduce-unemployment-in-india>

⁸ Integrated Rural Development Program, <https://www.bankbazaar.com/saving-schemes/integrated-rural-development-program.html?ck=Y%2BziX71XnZjIM9ZwEflsyDYIRL7gaN4W0xhuJSr9Iq7aMYwRm2IPACTQB2XBBtGG&rc=1>

4.4 Training Rural Youth for Self-employment (TRYSEM):

In the year 1979, this came into implementation and trades of both self-employment and wages employment oriented. It was started during the eighth five-year plan and under which approximately 15.20 lakh youth were trained.

Also, in the rural areas it was for the persons above 18 years of age and below 35 years of age (i.e. the rural youth) for the development of the rural entrepreneurial skills and along with enables them to take up activities for income generation. It reduces unemployment rate by employing and training about five lakh youths every year and so that they can be self employed.

4.5 Food-for-work Program:

The objective were to – generate employment, rural infrastructure strengthening, create sturdy community assets, and also have improvement in incomes. In 1977, program was started and this scheme generates the employment for huge number of people of about 40 crore man-days in a year.⁹

Here, “food for work” is the one of the ways of paying the wages to the workers and laborers. Under this program, resources for the generating additional for the task performed is paid either in the form of food grains or in cash too. They have targeted the rural poor who can be paid for unskilled and manual works.

4.6 Jawahar Rojgar Yojana:

It was India’s largest National Employment Program. On 1st April 1989 it was implemented and giving opportunities for the backward districts for employing per person 90-100 days. This was under 7th five year plan & formed by merging the National Rural Employment Program (NREP) and Rural landless Employment Guarantee program (RLEGP).

Conclusion

Our country India is developing and also a fast growing economy, where unemployment positive and enormous improvement towards Unemployment by implementing various five year plans since the year 1951. As we know behind every difficult problem there are related root causes and here the causes of unemployment are many such as limited land, population, defective education, disguised as well as seasonal unemployment, transport etc.

Yes, the rapid growing population too leads to rising rate of unemployment due to which rapid technological changes come up; somewhere people are not able to afford good

⁹ Indian Yojana, Food for Work Program, <http://www.indianyojana.com/rojgar-yojana/food-for-work-programme.htm>

education, skills because of financial as well as social & psychological problems. And after various media center reports we can have an idea that approximately 80 million global population increases. Thus, overpopulation has myriad causes and adverse effects towards the society. Every citizen need a basic income and image according to their experiences and talents they own but there are still many engineers, and other degree and skills holders in India searching for job but not being recognized or gave them opportunities to express themselves properly. Due to which they have to migrate from India to other countries for job purpose.

But still there is continuous efforts are being made since the time it was recognized as a tough challenge. It can be observed by the participation of women in every sort of fields and occupations and also the marginalized group speaks about the progress of policies or measures. These development programs are aware to the citizens and gaining popularity across the whole nation. Due to this enforcement strategies India is moving ahead slowly pr step by step towards the new level.

Suggestions

According to my view this country's vast problem cannot be solved easily or through a one day procedure or process. It needs continuous and best efforts by everyone to overcome the maximizing rate of unemployment. There are many artists who are expert in designing pots but have not being recognized because they don't have resources and raw materials so that they can explore more. Due to which, they need to work under big businessman or the persons who can invest and own materials. At last their own image is left behind them and also for survival they need to suffer all the exploitation by them too.

Firstly, there must be change in reservation system and corrupt activities because there are some knowledge & skills performance which are not able to come up. For example, the news of a survey where a general member owning 99th rank in the IAS examination but not being chosen but the girl who got the 305th rank was selected because she belongs from reserved class. Also because of this reasons, the Indian talented citizens need to go and work for foreign countries.

Secondly, there must be preference given towards the practical knowledge to be provided from the initial stage of learning the facts & concepts because the things we read may get vanish after a period of time but the practices and practical observations we do last longer.

Thirdly, the employees will be able to fulfill the basic needs, better standard of living and also have voluntary savings when the persons employed (especially in private sectors) will have increase in wages and salaries accordingly.

Fourthly, when the agricultural farmers and other suffer from seasonal unemployment, there can some solutions towards it also. It can be -

- (i) Either by providing quite big area of land to cultivate so that they can grow other crops for future and this too required proper irrigation facilities by government to all those farmers.
- (ii) If they start for non-agricultural subsidiaries like fishing, mining, quarrying, construction and wholesale or retail trade they will be able to earn for survival and for the requirements of the family.

Thus, the problem of unemployment needs deep observation and outlook of the issues related to it. So that everyone can be aware and it can be in the view and knowledge of everyone so that they can take positive and effective steps towards reduction of unemployment rate in our India.