



A Gender Study On Psychological Impact Of Unemployment On Indian Youth.

Colonel N Sailendra Rao (Retired)
Group General Manager (Admin)
Gopalan Foundation Bangalore

Abstract

The present study is an attempt to highlight the need to address the psychological impact of unemployment on Indian youth, aged 18 to 24yrs, through psychological conditioning, for the purpose of making them realize that they need to take up employment options seriously. The future of our nation relies on the young generation. In a world that still bares the deep wounds of war, hunger, displacement, conflict and inequalities, we need to step up to find lasting solutions for our next generation of leaders. Young people hold the key to humanity's future – and yet, they too often bear the brunt of today's conflicts and crisis. Our conscience cannot bear for much longer the fact that many children and youth in crisis do not have access to the quality education required to achieve their potentials, they should explore varied forms of quality education. At the heart of our resolve lies quality education to so many children and youth living in conflict and crisis. Their potentials and contribution to our shared future warrant urgent attention.

Key words: Youth, psychological impact, psychological conditioning, Unemployment

Introduction

India can meet "complex challenges" if the energy of the youth is channelized in a positive direction. India is a young nation. Our youth are our major strength. Today, more than ever before, there is greater awareness among the youth about their rights. Equally, there is a strong desire to contribute directly to the betterment of our society. Our youth are not viewed as employable citizens, is the proof that integration and acceptance is the only model for the progress in our country that is still driven by majorities and conservative thinking. Looking at the world

today, we see a huge mismatch between the skills young people have and the skills employers need. Without opportunities to build the right skills, millions of youth will struggle to find jobs and risk being left behind. We can't let that happen. That's why it's crucial for governments, businesses, educators and civil society leaders to rapidly come together more so than ever before to address this gap. In doing so, we can begin to create sustained outcomes for young people and more inclusive economies and societies

Youth is best understood as a period of transition from the dependence of childhood to adulthood's independence. That's why, as a category, youth are more fluid than other fixed age-groups. Yet, age is the easiest way to define this group, particularly in relation to education and employment, because 'youth' are often referred to as persons between the ages of leaving compulsory education, and finding their first job. Youth unemployment, poverty and hunger are now global issues which governments in different parts of India as well as international bodies are trying to tackle. There has never been a better time to invest in youth empowerment as they are tomorrow's leaders and if appropriate opportunities are made available to put their natural endowment to creative and productive channels, they are indeed capable of working wonders. Some beneficial outcomes of youth empowerment include empowered and skilled youth, healthier and higher quality of life for the underprivileged, increased self-efficacy and improved social skills of the youths, national development, entrepreneurship, less dependability on government by youth communities. Embracing technical and vocational skills acquisition by young boys and girls can address the skills gap in the economy as well as provide means for young people to be self-employed and fully engaged. In the present study, we found that unemployed young adults were at higher risk for depression as compared to employed Indian youth.

Psychology of Youth

Youth is a time of great potential for healthy development. Understanding factors that contribute to mental well-being in this period is of great importance to facilitate for healthy development. During this phase of life youth's body goes through rapid and considerable changes. In this study, we investigated the association between employment and psychological health of youth. This study lays maximum emphasis on the skillful understanding of the psychology of youth, which actually influences their decision-making skills. Viewing psychology of youth from a wider plane

suggests that the changing social environment, unemployment and the related milieu causes considerable stress among youth. The life period of young adulthood (emerging adulthood) is not only the period of transition from adolescence to adulthood, but also the period of transition from education to employment, which is characterized by high instability and several major life changes such as leaving the parental home, starting a partner relationship, and finding a stable employment. Employment is a source of financial security, provides youth the opportunity to fulfill a social and family role, which is a key prerequisite for both physical and mental health. However, unemployment is a major social problem that determines loss of income, increases the risk of poverty and affect overall health. In addition, unemployment is regarded as a change in social position, particularly a change in family role, and is usually perceived as a very stressful life event. According to International Labor Organization (ILO), unemployment is measured using the following 3 criteria; without work, available for work, and seeking work. However, this definition varies in the context of developed and developing countries. In the developed countries where the labor market is largely organized and labor absorption is adequate, unemployment is measured based on the standard definition of the seeking work criteria that is having taken active steps to search for work during specified reference period.

In our study, we found that the likelihood of depression among unemployed young adults. The possible explanation could be due the fact that unemployed young adults experience continued and more and more discouraging failures in job seeking and financial pressures that become stronger as time passes. Several pathways have been proposed that explain why people with lower self-esteem might be at higher risk for depression. For example, according to Beck's cognitive theory of depression, negative beliefs about the self, which are central to low self-esteem, would contribute to the development of depressive disorders. There has been previous study that indicates social support has an important influence on the mental health of unemployed youth. For instance, a population-based case-control study on young people conducted in 2001 found that mental health was generally poor among unemployed persons with low social support from family and friends than among unemployed persons with higher social support.

Psychological impact of unemployment on India youth: This article documents a strong connection between unemployment and psychological impact. Unemployment has been linked with a number of psychological disorders, particularly anxiety, depression, and substance abuse; dangerous behaviors including suicide and violence toward family members or others also correlate with unemployment. Unemployment related elements such as economic or financial distress frequently cause feelings of failure which in turn leads to depression. And also, the family and societal pressures associated with job seeking activities and higher expectations from college or university graduates to be employed act as potential mediators of depression among unemployed young adults. Despite World Health Organization (WHO) in 2013 considered unemployed young adults as newly emerged vulnerable groups for mental disorders, still there is lack of attention to assess the magnitude of mental health problems. To the best of our knowledge no study had been conducted to assess prevalence and associated factors of depression among unemployed young adults in India. Therefore, the present study assessed prevalence and associated factors of depression among unemployed young adults in India.

Psychological conditioning: A cultural churning would be necessary in order to change the mindset of parents specially those settled in towns and villages for generations. The spirit of nationhood must grow stronger for youth and their parents to break the shackles that bind us to traditions and conservatism. The proposed 'Employment for Youth' National Movement is not going to upset the apple cart. It will only open new ideas and bring out the meaning of disruptive thinking. Government must put themselves in the shoes of the unemployed youths and their families to feel their pulse.

In psychology the conditioning theory describes a form of learning where learning occurs as a result of associating a condition or stimulus with a particular reaction or response. Human behavior is shaped by habits we pick up in response to certain situations in life and is the outcome of learning by conditioning theory. There are two main types of the conditioning theory of learning—classical conditioning theory and operant conditioning theory. He classical conditioning theory says learning occurs when a natural stimulus is paired with a neutral

stimulus to produce a response. Russian physiologist Ivan Pavlov was the proponent of the classical conditioning theory.

In his famous experiment with a dog, Pavlov rang a bell before giving the dog his food. He repeated this multiple times, always pairing the ringing of the bell with the dog's food. Eventually, the dog started associating the sound of the bell with food. He began salivating in anticipation of the food as soon as he heard the bell, even when food wasn't actually present. The classical conditioning theory of learning explains much of our daily behavior and phobias. For instance, an enclosed space is a neutral stimulus that a person is indifferent to. But after getting stuck in an elevator, the person begins associating that feeling of fear with enclosed spaces, developing claustrophobia

Operant Conditioning Theory: Also known as instrumental conditioning, operant conditioning theory says learning develops through rewards and punishments for specific behavior. According to this theory, when an organism behaves in a manner that results in a reward, they're more likely to repeat that behavior in the future. Similarly, behavior that leads to punishment is less likely to recur. The operant conditioning theory of learning is attributed to American psychologist B.F. Skinner, who based his work on Edward Thorndike's law of effect. Skinner conducted an experiment with a rat in a Skinner box. The box had a lever that released food pellets on being pressed. The rat coincidentally discovered this lever, associated it with food and learned to press the lever to receive food. As learning can be described as an adaptive change in an individual's behavior, learning theory is the approach, either physical or mental, responsible for changing the behavior. So if we can condition our youth very well with rewards there will be a positive change among Indian youth. One form of a natural reward is employment.

Positive feedback is an easy way to keep the youth who are doing the right thing on track while motivating students who are off-track to switch courses. The young adults who receive the positive feedback will associate the activity they are being praised for with a good feeling. Most young adults will continue to demonstrate the behavior. Those who may not be showing the desired behavior may hear the positive feedback toward the other students and wish to receive the positive feedback as well. They will then, most likely, exhibit the desired behavior. Of course, there are always exceptions. This concept borders operant conditioning with positive reinforcement.

Execution and implementation of employment for youth

Just as census surveys, registration for Aadhar card, pan cards, joint savings bank account, filing of income tax, voter id cards are done with complete control and monitoring. Identifying jobless youth and facilitating their induction process should become a national agenda. Measures to solve unemployment problems include changes in industrial techniques, policies regarding seasonal unemployment, change in the education system, expansion of employment exchanges, more assistance to self-employed people, emphasis on full and more productive employment, an increase in production rate, and more importance to employment programs. Along with this, measures like population growth can effectively solve the concern of unemployment in our nation. However, as in other countries, unemployment among young people in India is the highest compared to other age groups. The reasons include: Shortage of Jobs Agriculture has been the dominant sector of labor concentration. Since 1991, the shares of the manufacturing and service sectors have grown faster with regard to GDP and much slower with regard to employment, as working methods became more capital-intensive. According to various estimates, productivity during the period from 2004 to 2010 grew 34 per cent. India's economic growth was thus more due to productivity than employment. In the wake of the limited creation of additional jobs, workers – especially youth – found themselves without jobs. The prevailing situation forced them either to opt for unskilled or casual work in the informal sector or to enroll for further studies. Many who could not afford to go for further education opted for self-employment with extremely low returns. Employability In order to take full advantage of the demographic dividend, it is imperative for India to transform its labor force into an asset. Skills mismatch in India is generally seen as a labor surplus economy with a majority of workers having limited or negligible marketable skills. The concerns of young people have always been at the center of India's policy formation. The Planning Commission of the GOI has stated that the recognition of youth is vital for the community. However, youth unemployment has not received the necessary attention. We live in an increasingly interdependent world. There is growing awareness of this following the global financial crisis from 2008 on. The ever-increasing size of the youth workforce, both skilled and unskilled, in an environment of job scarcity means more young people are faced with limited employment opportunities, causing them to be either underemployed or unemployed. Indian youth, in the absence of any formal social security, is thus faced with the challenge of survival

and limited growth prospects. To check unemployment among the youth in India, various measures have been initiated. In an increasingly integrated world where the causes of unemployment are of a global nature, national measures may prove insufficient in overcoming the challenges. There is a need for a global understanding of youth unemployment. Global organizations need to put special emphasis on the problem of youth unemployment to enhance employability and employment opportunities.

Review of Literature

Review of literature deals with the explorations carried out in India, during the past ten years, pertaining to the variables under study. It gives a description of the literature and also brings forth the related factors associated with the variables to be investigated. The chief purpose of review of literature is to make the research work up to date with the research findings in the field of exploration. Therefore, available literature on this topic has been presented below:

Mushtaq A Bhat 2018: The current study was carried out to investigate the mental health level of the employed and unemployed youth. The findings of the study showed that the two groups significantly differed on all the sub scales of mental health. Unemployed showed higher level of anxiety, depression, and loss of behavioral/emotional control, psychological distress, and have showed lower levels of life satisfaction and psychological well-being scores in comparison with employed group.

Srinivas 2019: results of this study depicts that Unemployment has been linked with a number of psychological disorders, particularly anxiety, depression, and substance abuse; dangerous behaviors including suicide and violence toward family members or others also correlate with unemployment.

Maryam Haghollahi & Alireza Azimpour : Consequences specified mental healthiness intensity in unemployed Indian youth was significantly substandard contrasted to employed Indian youth.

SIGNIFICANCE OF THE STUDY

The life period of young adults (emerging adulthood) is not only the period of transition from adolescence to adulthood, but also the period of transition from education to employment, which is characterized by high instability and several major life changes such as leaving the parental home and finding a stable employment. Depressive disorders, as the most common psychological problems and leading cause of disability, are related to reduced quality of life and increased risk for physical health problems. Depression among young adults, the period of transition from adolescence to adulthood, influences long-term consequences through recurrent depressive episodes and worse socioeconomic outcomes. Employment is a source of financial security, provides people the opportunity to fulfill a social and family role, which is a key prerequisite for both physical and mental health. However, unemployment is a major social problem that determines loss of income, increases the risk of poverty and affect overall health. In addition, unemployment is regarded as a change in social position, particularly a change in family role, and is usually perceived as a very stressful life event. The number of unemployed youth is currently increasing than ever before.

Unemployment related elements such as economic or financial distress frequently cause feelings of failure which in turn leads to depression. And also, the family and societal pressures associated with job seeking activities and higher expectations from college or university graduates to be employed act as potential mediators of depression among unemployed Indian youth. The main objective of the research work is to study the psychological effect of unemployment on Indian youth.

Research methodology

This chapter deals with research methodology and the various methods used in this study. It is factual that without methodological plan no test can be conducted. It is the preparatory point of the research without which no scientific conclusion can be drawn.

Research Problem: A problem may be defined as an inquisitive testable avowal which articulates the association or relationship stuck between two or more than two variables.

The problem of this study has been formulated as “**A Gender Study on Psychological Impact of Unemployment on Indian youth**”

Research Variables: A variable, as the name entails, is somewhat which fluctuates or varies. Variables are the conditions or characteristics that are manipulated, controlled or observed by the experimenter.

Research variables of the study:

The independent variables of this research paper are:

- Gender of the Indian youth (Male/Female)
- Area of Indian youth (Rural/Urban)

Dependent variables of this research paper are:

- Unemployment
- Psychological impact
- Psychological conditioning.

Objectives

The main objectives of this research paper are as:

1. To study the psychological impact of unemployment on Indian youth.
2. To study the differences in unemployment and psychological impact on the basis of Gender of Indian youth.
3. To study the differences in unemployment and psychological impact on the basis of Area (Rural/Urban) of Indian youth.

Hypothesis

On the basis of above objectives, the following hypotheses were formulated:

1. There will be significant difference between psychological impact and unemployment on Indian youth
2. There will be significant difference in unemployment and psychological impact on the basis of Gender of
3. There will be significant difference in unemployment and psychological impact on the basis of Area (Rural/Urban) of Indian youth.

Research sampling

The present study was conducted on the sample of 50 respondents among these, 25 were employed and remaining 25 were unemployed youth. The participants were selected through the method of randomly sampling. The age of the respondents ranged from 18-25 years.

Research tools

1. The psychological impact Inventory (PII-38), developed Veit and Ware (1983), was applied to assess the psychological impact of the selected sample for the present study. This instrument provides an assessment of several domains of mental health including anxiety, depression, behavioral control, positive effect, and general distress. The 36 items are scored on a 6-point and 2 items scored on 5-point Likert type scale. Unemployment questionnaire By A.K Singh.

Research procedure

The procedure incorporates data compilation, data tabulation, scrutiny, interpretation, elucidation and conclusion. The data was collected by using proper data tools. The data collection was done in an intended framework so as to have ample and adequate depictions of respondents. The collected data was entered in SPSS (Statistical Package for Social Science) software and file was created.

Data Analysis

Table 1: Showing Mean and t value of unemployment of Indian youth- Gender wise.

Variable	Male (N=25)	Female (N=25)	t- value
	Mean	Mean	
Unemployment	15.4	10.9	2.05*

(**) highly significant at .01 level, (*) significant at .05 level

The above table reveals that there is significant difference on unemployment of Indian youth. When the means were compared it was seen that males of Indian youth are highly influenced by unemployment.

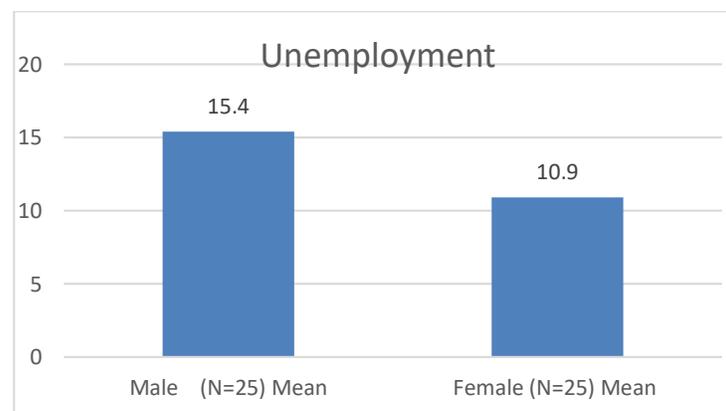


Table 2: Showing Mean and t value on unemployment of Indian youth- Area wise (Rural/Urban)

Variable	Youth of Rural area (N=25)	Youth of Urban area (N=25)	t- value
	Mean	Mean	
Unemployment	15.4	10.9	2.05*

(**) highly significant at .01 level, (*) significant at .05 level

The above table reveals that there is significant difference on unemployment of Indian youth. When the means were compared it was seen that males of rural areas are highly influenced by unemployment.

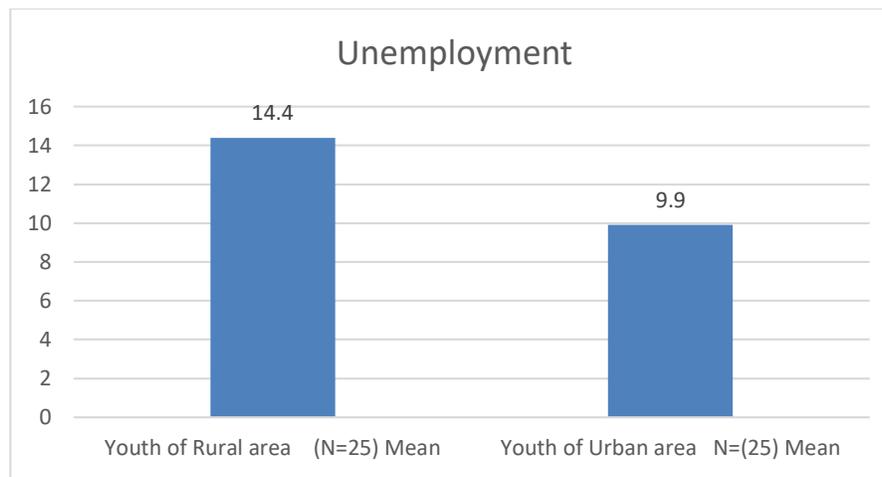
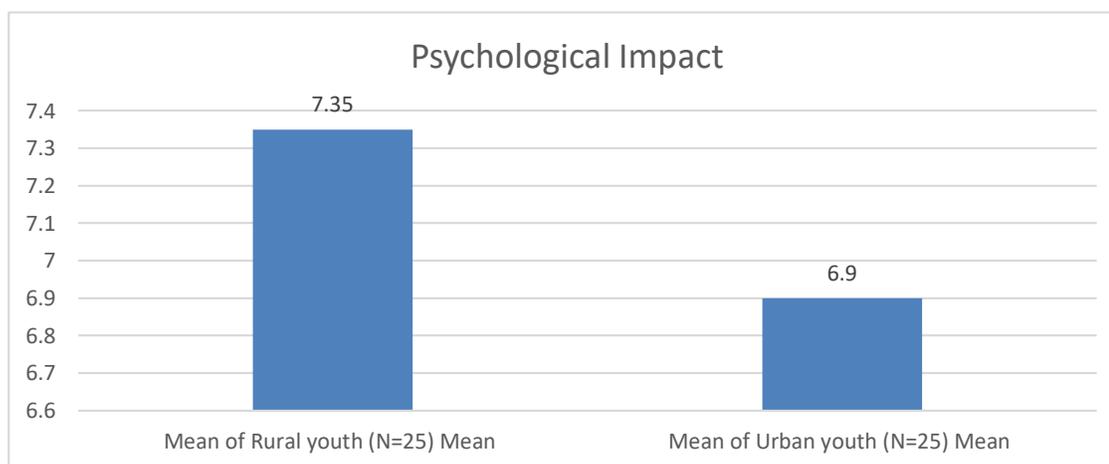


Table3: Showing Mean and t value on psychological impact of unemployment on Indian youth- Area wise (Rural/Urban)

Variable	Mean of Rural youth (N=25)	Mean of Urban youth (N=25)	t- value
	Mean	Mean	
Psychological Impact	7.35	6.9	2.6*

The above table depicts that there is significant difference on psychological impact among Indian youth because of unemployment. The means were compared it was seen that youth from rural areas have scored higher mean value as compare to the youth of urban areas.



Discussion and Conclusion

To conclude the results of the present study it was found that depression is an important public health problem among unemployed young adults in India. Therefore, our study suggested that policy makers and program planners should establish appropriate strategy for prevention, early detection and management of depression among this population. Besides, addressing the need of unemployed young people, improving access to care for depression is an important next step. Furthermore, we recommend further studies to understand the nature of depression among unemployed young people, and to strengthen the current results. In an environment of ever-increasing costs of living and non-existent social protection, a young worker is condemned to fend for him- or herself and also to provide for dependents. In desperation, they accept any job with any conditions that are offered to them. Most of these jobs are without any rights. They are made to work for longer hours, paid much less and can be terminated without any notice. As a result, India is faced with increasing numbers of working poor. The other challenge that young people are facing is insecurity at the workplace. Regular and continuous forms of employment have been replaced with non-permanent job contracts that involve a specific project or activity for a defined period of time. In the process, workers not only lack employment-related benefits but also the capacity to plan their own life. As already mentioned, the majority of young people have either limited or no skills. Furthermore, the existing education system does not equip them for employment as it is far from meeting market needs. The avenues of good education and training are few and extremely expensive. Technical institutions in the private sector have been drawing undue benefits from the imbalance by exploiting young people and their parents.

Finally, the flow of information on the availability of training and/or job opportunities is tardy. There is inefficiency in the working of employment exchange, primarily due to the negligible attention paid to updating and sharing information. The functioning of Industrial Training Institutes has also been repeatedly questioned as they have been imparting training that has no market. As a result, young people in India face an environment that is not rendering the desired support. It provides neither affordable opportunities to acquire and/or upgrade skills nor sufficient information on suitable employment opportunities. In the absence of such support and any form of social security, young people, in desperation, accept exploitative employment conditions. Our

youth must be able to create practical changes in society and, at the same, make their own lives more meaningful and blessed. They need to make sure they don't limit their knowledge to that of worldly concerns. They need to combine material knowledge with spiritual understanding. Our country has a culture that helps our society to absorb all these values. This country has given birth to many great social masters who were also extraordinary visionaries. Our great rishis of the past have imparted the knowledge that helps us transcend our sorrows completely. All we have to do is direct the power of our youth towards this invaluable treasure. Thus, when knowledge and the power of discernment unifies, it will bring out the innate power and positive tendencies in our youth and they will be able to find everlasting love, peace, happiness, and victory.

The results showed the values of psychological impact (depression, behavioral problems and emotional control is higher for the unemployed group as compared to the employed group. Our findings analyzed those unemployed participants showed higher scores in psychological impact inventory (M=7.09) in comparison of employed (M=6.09). unemployment leads to sense of unfulfillment and lowers the self-worth of Indian youth. Even though a reasonably logical individual may adapt to such a situation for some period of time, social, family and his own mental pressures add-up and lead to breaking down of confidence and endeavor.

LIMITATIONS AND SUGGESTIONS

Research is a continuous process. Hardly any research is complete in all respects. The present research "A Gender Study on Psychological Impact of Unemployment on Indian youth" has its own limitations and shortcomings, despite the fact that it has been well conducted, analyzed and interpreted. In the present study due care has been taken while selecting the variables, selecting the sampling technique. The results of the study will lay platform for further studies on psychological impact of unemployment of Indian youth.

LIMITATIONS OF THE RESEARCH:

Although the research work was done carefully, still the objective of the study so achieved had some limitations.

- It is pertinent to mention here that this study would have on a larger sample to get more comprehensive outcome, which could have increased the accuracy of the results.
- There must be some intervening variables like social background, psychological perspectives and health status of Indian youth.
- If this study would have considered culture and region-specific respondents, imperative results could have been definitely achieved.

SUGGESTIONS FOR FUTURE RESEARCH

Suggestions for further research may began with that indented to improve the present study itself by a change in design, tools, sample or by proposing way of checking some of the issues accessing from present enquiry.

- Research workers may enhance and improve this work by involving populations that are geographically and socioeconomically diverse
- Many studies have been done on Indian youth but limited research has been done on Indian youth and employment.
- Similar variables can be studied on a larger population in order to get more comprehensive and wider knowledge

As this research is an empirical work, it would succeed in drawing the interest and attention of the social scientists and psychotherapists who are directly involved and are working on issues related to Indian youth.

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