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# Educated Unemployed Women and Their Socio-Cultural Life in Kashmir

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## Abstract

*The current study focused on the causes and problems of unemployment among the educated unemployed women in Kashmir. The study reveals that unemployment among the educated youth in Kashmir can have negative effect on the individual and the society in general. The rapid unemployment especially among the educated have given birth to various issues political unrest, corruption and dishonesty. The present paper will highlight the issues which the educated yet unemployed face in the society.*

**Keywords: Education, Unemployed Women, Socio-Cultural Life, Kashmir**

## Introduction

Unemployment means the state of being without any opportunity of earning one's livelihood. It refers to a condition when the workforce is not able to secure a paying job. It arises in the cases of young men who are physically fit and mentally competent. At the end of their

education or training, they do not find any job to earn a livelihood. India is facing so many issues and problems among them unemployment is one of the serious problems. The number of unemployed youths in our country has already reached an alarming stage and still the number is increasing every year. It is estimated that in future the problem will become more serious, if proper attention is not paid, it will alter the every sector and put negative impact on the development of country.<sup>(1)</sup> Unemployment is seen as a waste of human capital. Moreover, the increase in the number of people receiving unemployment and social benefits puts national budgets under considerable pressure. Furthermore, the unemployed pay no social security contributions, little or no direct tax and also a lot less indirect tax because they consume less due to their lower income. As a matter of fact that unemployment leads, many issues and problems like psychological, physical and social and put negative on health and welfare services.

Ultimately, unemployment also poses a threat to social cohesion, which can put pressure on the solidarity between those with and those without work. <sup>(2)</sup>

The term educated unemployed has changed considerably over time. In the past at various times, it has been considered inappropriate to regard women, elders or the children as unemployed. The educated unemployed include an alarming proportion of women, even though they are fewer. Sharma says, “The unemployment rate among the educated women near about 50% higher than men. In Bihar, it is more than 50% in both rural and urban areas. The economy is not able to generate jobs for educated unemployed people, especially women and there has been no government policy to promote female employment”. With the expansion of education facilities, more Indians are getting education but the rate of job creation has not grown at the same route, he explains. “Most people have a small percentage of graduates are employable.” Sharma points the employability factor. Although open, overall unemployment is low, the problem of youth unemployment, particularly among the educated youth, is gradually becoming a major concern. The study observed, “put differently, the rate of unemployment among graduates (including

technically trained), and the diploma holders was around 18%.” There is regional differentiation in access to formal or good quality work. A primary Employment situation index prepared for the report showed that the workers in the south and west India have greater access to such jobs than their central and eastern region neighbors. Himachal Pradesh tops the list in matters of women’s employment, Bihar ranks last. <sup>(3)</sup>

Reymond and Liem (1984) and Hagen (1983) have concluded that prolonged unemployment commonly generates a serious threat to the physical and emotional wellbeing of those who experience it. Strom (2003) also founded that unemployed individuals and their families are exposed to many adverse events and circumstances. Menendez and Rozada (2006) suggested that unemployment accounts for a large part of the increase in income inequality and poverty. Dumont (1997) has reported that joblessness is sensitively related to sexual importance, mental illness, and suicide and crime alcoholism. Further, divorce, migration, child abuse and late marriage, resulting in personal and financial pathology, are some other consequences of unemployment. It is indicated that unemployment affects a man not only psychologically and physically, but also cause a sharp decline in human values. Child abuse

resulting in financial and personal pathology are some other impacts of unemployment.

Unemployment rate in India has shot up in 2015-16, with the figure significantly higher at 8.7 per cent for women as compared to 4.3 per cent for men, states the report by Labour Bureau. The figures could be an alarm bell for BJP-ruled government at the Centre, which has taken series of steps such as 'Make in India' to create jobs for inclusive growth in the country.

According to the fifth annual employment-unemployment survey at all-India level, about 77 per cent of the households were reported to be having no regular wage/salaried person. It said the unemployment rate was estimated to be 13.2 per cent at all-India level under the UPS (Usual Principal Status) approach. Unemployment rate was 4.9 per cent in 2013-14, 4.7 per cent (2012-13), 3.8 per cent (2011-12) and 9.3 per cent (2009-10).<sup>(4)</sup>

## Types of unemployment

1. **Cyclical unemployment:**-cyclical unemployment is involuntary unemployment due to a lack of collective demand for goods and services. It is an issue of overall unemployment that relates to cyclical trends in growth and production that

occur within the commercial sequence. It happens when there is not sufficient aggregate demand in the economy to offer jobs for every person who needs work.

2. **Frictional unemployment:**-the unemployment which exists in any economy due to people being in the process of moving from one job to another. Frictional unemployment is provisional unemployment due to people moving between jobs, for example newly jobless workers or workers entering the labour market may take time to find appropriate jobs at pay rates they are prepared to accept.
3. **Structural unemployment:**-structural unemployment is unemployment which results from industrialized reform, typically due to technological change rather than variations in supply and demand. It is associated with structural problems within an economy and inadequacies in labour market.
4. **Classical unemployment:**-classical unemployment is sometimes known as real wage unemployment because it refers to real salaries being too high. Real wage unemployment is thought to be the result of real wages being their

market clearing level leading to an extra supply of labour. <sup>(5)</sup>

Below are some of the features which will highlight the magnitude of unemployment in India.

1. The incidence of unemployment is much higher in urban areas than in rural areas.
2. Unemployment rates for women are higher than those for men.
3. The incidence of unemployment among the educated is much higher than the overall unemployment.
4. There is greater unemployment in agricultural sector than in industrial and other major sectors.

### **Causes of Unemployment in India**

The following are the main causes of unemployment.

- **Caste System:** In India caste system is prevalent. The work is prohibited for specific castes in some areas. In many cases, the work is not given to the deserving candidates but given to the person belonging to a particular community. So this gives rise to unemployment.
- **Slow Economic Growth:** Indian economy is underdeveloped and role of

economic growth is very slow. This slow growth fails to provide enough unemployment opportunities to the increasing population.

- **Increase in Population:** Constant increase in population has been a big problem in India. It is one of the main causes of unemployment. The rate of unemployment is 11.1% in 10th Plan.
- **Agriculture as a Seasonal Occupation:** Agriculture sector is underdeveloped in India, it provides seasonal employment. Large part of population is dependent on agriculture. But agriculture being seasonal provides work for a few months. So this gives rise to unemployment.
- **Joint Family System:** In big families having big business, many such persons will be available who do not do any work and depend on the joint income of the family. Many of them seem to be working but they do not add anything to production. So they encourage disguised unemployment.
- **Fall of Cottage and Small industries:** The industrial development had adverse effect on cottage and small industries. The production of cottage industries

began to fall and many artisans became unemployed.

- **Slow Growth of Industrialisation:** The rate of industrial growth is slow. Though emphasis is laid on industrialization yet the avenues of employment created by industrialization are very few.
- **Defective Planning:** Defective planning is the one of the cause of unemployment. There is wide gap between supply and demand for labour. No Plan had formulated any long term scheme for removal of unemployment.
- **Expansion of Universities:** The number of universities has increased manifold. There are 385 universities. As a result of this educated unemployment or white collar unemployment has increased.<sup>(6)</sup>

### **Remedial measures for Unemployment problem in India:**

1. The system of present education should also be changed properly. Instead of giving only theoretical education the students should be given vocational training, so that they can start some work after they finish their education. The institutes should prepare a student with good skill

and knowledge for a particular trade. There is growing demand for skilled people in various industries.

2. The country should promote industrialization so that more job opportunities can be created for the workers. The focus should be on heavy industries that employs thousands of man-powers of varied skills.

3. Last, but not the least, to solve the problem of unemployment in India, the growth of population must be checked and the family planning programmes must be properly implemented.<sup>(7)</sup>

### **Unemployment in Kashmir**

The state Jammu and Kashmir presents a peculiar geographical and socio-economic settings. It occupies an important position in the Indian sub-continent by virtue of its high altitude, rough territory and rugged. The Jammu and Kashmir is highly dependent on outside supplies of not only material but also men and the dependency in materials easily understandable. The paradox of unemployment and inward migratory labour force is serious matter of concern. It employs more than 4.5 lakh skilled and unskilled labours, who migrate

inwards from different parts of the country. The state economy unemployment is being claimed as one of the sensitive area. The problem of unemployment in the state of Jammu and Kashmir has reached alarming dimensions which is highly increasing every passing year with thousands of educated and uneducated youth getting added to the list of unemployment largely due to economic distress and mismatch. The educated youth in the rural areas are the worst victims of unemployment. Though a number of Rural Development schemes have been implemented for the overall development of hilly regions, backward areas and tribal regions. No special schemes were exclusively proposed for the poor educated youth in rural areas and life is very tough for the rural unemployed. The lack of entrepreneurship culture in rural areas, defective educational system and the mismatch in skills which the youth of rural India face.<sup>(8)</sup>

The problem of unemployment is continuously ruining the future of Jammu & Kashmiri youth. Unemployment is characterized by chronic under employment or disguised unemployment. Ground realities and surveys suggest that the menace of unemployment among the educated youth in Jammu and Kashmir has touched new heights with lakhs of candidates applying for a few thousand posts

advertised by recruitment agencies. The problem of unemployment especially amongst females is predominant in Jammu and Kashmir based on Usual Principal Status (UPS) as the gap between unemployment rate of females in J&K (17.1 per cent) and that of all India level (3.6 per cent) is huge.

Unfortunately, despite being the greatest vice, the suicide rate has increased alarmingly over the past few years in the Kashmir valley and many see growing unemployment behind it. Just a few decades back, Kashmir was among few places across the globe with very low suicide rates. Ironically, over the past two decades the graph of suicides has run north. Critics maintain that successive governments have failed to tackle the alarming problem of unemployment while youth continues to be in dilemma. We also have a weak private and industrial scenario that makes getting job a hectic task and this adds to frustration and agony of unemployed youth like me. New Government had promised lot of jobs but so far very little has been offered. One of the leading reasons behind soaring unemployment rate in the state of Jammu & Kashmir is the weak performance of public sector in our part of the world. Currently, the public sector of the state is in quiet unhealthy in shape. Sometime back, out of the leading seventeen state corporations in Jammu and



Kashmir, ten were running on total losses of Rs 1,876.72 crore, while seven were showing profit, according to the latest official figures. Ironically the PSUs of the Jammu & Kashmir state have properties worth billions of rupees at prime locations but still they are penniless and are not able to harness their rich potential so as to provide employment opportunities to youth. The lack of quality vocational courses in the premier educational institutions of the Kashmir Valley is also adding to the unemployment problem of Kashmir. Even the top level universities of Kashmir lack proper vocational courses. The infrastructure related to vocational courses in the educational institutes of valley is also unimpressive.<sup>(9)</sup>

Unemployment rate in Jammu and Kashmir is higher than average National unemployment rate, with JK's having 24.6 percent population in the age of (18-29 years) unemployed which is far more than All India unemployment rate of 13.2 percent, reveals an official report. JK which is already facing the brunt of turmoil resulting in negligible investments with business marred by uncertainties, the unemployment rate indicates the problems which educated youth in Kashmir go through. "In JK, unemployment rate is 24.6 percent using Usual Principal Status (UPS) approach, while as the persons in the age of 18-29 years had UR 13.2 percent at the All India Level using UPS approach," states the Economic Survey Report 2016.

UnemploymentRate(per1000)forpersonsofdifferentagegroupsaccordingtoUsualPrincipalStatus Approach(UPS)&UsualPrincipalSubsidiaryStatusApproach(UPSS)for J&KState																			
		AllIndia									J&K								
		15-17years			18-29years			30years &above			15-17years			18-29years			30years&a bove		
		R	U	R+U	R	U	R+U	R	U	R+U	R	U	R+U	R	U	R+U	R	U	R+U
UPS	M	184	221	188	112	115	113	9	7	9	508	-	452	191	114	178	8	3	6
	F	228	214	227	179	279	200	37	53	40	712	-	712	496	280	451	95	49	79
	T	285	-	285	40	278	63	2	84	30	-	-	-	-	-	-	-	-	-
	P	195	220	198	127	151	132	16	15	16	613	-	577	264	162	246	14	8	13
P S	M	118	203	126	83	104	87	5	6	5	458	-	407	186	87	169	2	3	2
	F	134	174	137	120	258	146	17	45	22	712	-	712	491	272	446	87	49	73
	T	215	-	215	-	278	27	2	84	30	-	-	-	-	-	-	-	-	-
	P	122	196	130	92	139	102	8	13	9	588	-	555	259	140	238	8	8	8

M-Male; F-Female; T-Transgender; P-Person

Source: Economic Survey 2016, Govt of Jammu and Kashmir

It adds that unemployment rate in the age group of 18-29 years is highest among females i.e. 45.1 percent. While as among male in the same age group the unemployment rate is 17.8 percent. Further the report mentions that in the age group of 30 years and above at all India level UR is 1.6 percent while in JK it is 1.3 percent. The number of unemployed youth registered in various District Employment Exchanges of the JK State is 111077 lakh as on ending March 2016. However, the number is only representing those youth who have registered themselves at various district employment exchanges, but it doesn't give

actual figure of unemployment. The Finance Minister, Haseeb Drabu, during his recent budget speech stated the government would conduct survey to know the exact number of unemployed youth in the state.<sup>(10)</sup>

### State Level Scenario

The number of unemployed youth registered in various District Employment Exchanges of the J&K State is 111077 lakh as on ending March, 2016. The qualification/degree wise/division-wise breakup of registration made is given in the following table:

Qualification-wise/division-wise breakup of Unemployed youth				
S.No	Qualification	Kashmir Division	Jammu Division	Total
1	Illiterate	95	121	216
2	Middle	4184	4395	8579
3	Matric	15944	13144	29088
4	PUC	1521	197	1718
5	TDC	20399	13342	33741



6	Graduate	16431	5490	21921
7	Post Graduate	4829	2155	6984
8	Diploma Holders	1374	1712	3086
9	Degree Holders	691	1390	2081
10	Draftsman	229	143	372
11	Skilled Other than ITI	102	546	648
12	ITI Trained	1348	1295	2643
<b>Total</b>		<b>67147</b>	<b>43930</b>	<b>111077</b>
<p><i>The figures might be higher as the registration of unemployed educated youth with the Employment exchanges is a voluntary process and not mandatory.</i></p>				

Source: Economic Survey 2016, Govt of Jammu and Kashmir

### Objectives of the study

1. To study the unemployment ratio among the educated yet unemployed youths of Jammu and Kashmir.
2. To highlight the reasons of unemployment in the state of Jammu and Kashmir.

### Methodology

In present study data has been collected from all the possible secondary sources like Economic census Government of India, National sample survey organization, Directorate of Economics and Statistics, Government of J&K and Economic Survey of J&K. In addition to this, data has also been collected from other reliable sources like articles, magazines, journals and newspapers.

## Suggestions

- Government of Jammu & Kashmir should frame a long term policy decision with regard to entrepreneurial schemes in order to solve the unemployment problem. The State's economy cannot be vibrant and sound unless the eligible youths are employed either in organized sector or entrepreneurial schemes like self-employment.
- State of Jammu and Kashmir is a tourist destination, Government should boost the tourism sector as it has the capacity to generate employment for vast sections of state.
- State organizations need to put special emphasis on the problem of youth unemployment to enhance employability and employment opportunities.
- There should be special reservation in matters of recruitment for the educated unemployed women of the state.
- The educated youth should change their mind also and they should think of self-employment, rather than searching jobs and services here and there wasting their energy. In this way very serious

problem of unemployment may be saved to a great extent.

- Government should frame better employment generation schemes especially for educated unemployed women in order to reduce their dependency on other earning members of family.

## Conclusion

The economy of Jammu and Kashmir is an agricultural economy. Majority of the population is engaged with the agricultural activities and it is the main source of income. During the last few decades the state came under the grip of political unrest which reduced overall developmental ratio whether it is economy, tourism or any other sector. Further the state lacks the industrial sector as it has the capacity to engage a large chunk of educated youth. Due to weak and less private sector the educated youths are mainly dependent on government jobs which is already in point of saturation in terms of absorption of educated manpower. Besides this there is a huge quantity of secondary school leavers including graduates and post graduates who are yet unemployed. Which also put pressure on de-stabled economy of the state. In conclusion that government should setup entrepreneurship to help the

educated unemployment population to shape up their future. The government should give boost to information technology and setup of industries in the state as these sectors have the ability to provide jobs to lacks of educated unemployed youths of the state. The government at the Centre and state level including the civil society take effective steps in collaboration with one another to solve the problem of unemployment and make full use of idle resources and idle man power for better and prospectus future of the state.

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