

CHAPTER - I

INTRODUCTION

1.1 Introduction of Unemployment

Unemployment is a key measure of economic health. It is a major factor in determining how healthy an economy is; if the economy maximized efficiency, everyone would be employed at some wage. An individual unemployed is both unproductive and a drain on society's resources. However, while unemployment seems a basic statistic, the number without jobs divided by those with jobs – the issue is anything but. Unemployment is a powerful statistic that shapes government policy and personal decisions. The government keeps a close eye on the unemployment rate. Not only does unemployment indicate that the economy isn't operating at peak efficiency, but politicians have noticed that high unemployment correlates with losing elections. The Federal Reserve believes that unemployment below a certain threshold they refer to as the natural rate of unemployment leads to inflation, reflecting an observation by the economist A. W. Philips correlating unemployment to inflation during the 1960s.

The Bureau of Labor Statistics is the US agency that monitors and reports on unemployment and other labor statistics. In 2006, the average unemployment rate was 4.6%. This number only includes a subset of the total US population: the currently unemployed people who are willing and able to work. This subset of the population excludes children and infants, people in the prison system, and people who choose, for various reasons, not to work. Choosing to measure unemployment this way assumes that a classical free market perspective works. That is, people making free choices will inevitably

lead to the best outcome; everyone who wants a job will receive a job. In that sense, it is pointless to measure people who are unable or unwilling to work: if they wanted a job, they could get a job, and they evidently have a good reason not to work. This perspective envisions unemployment simply as the time spent between jobs; assuming people keep looking for a job, they will find one.

John Maynard Keynes criticized this viewpoint as misleading. He pointed out that the people who drove demand for goods and services are the same people participating in the labor market. Unemployment means less income, which in turn means less demand; less demand causes the demand curve in the labor market to change, creating a feedback cycle.^[1]

Employment has always been regarded as one of the important social issues. The fundamental reason that makes it so important is that it does not only affect the economic development of society, but also the stability of the society. Employment determines how a society is like, how it is going to develop. It also affects how individuals define themselves. Imagine if enormous numbers of people are jobless, the consequences must be drastically catastrophic. Although this might sound like “groundless” fear, it might eventually become reality if we do not address it in time.

As a matter of fact, most of the countries are suffering from the slower-than-projected economic recovery and rise in unemployment. With reference to the Global Employment Trends 2014 prepared by the International Labour Organization (ILO), there are about 202 million people who were unemployed in 2013 around the world after the 2008 global financial crisis. Among the unemployed, about 73 million young people were unemployed. To prevent the “groundless” fear becoming the reality, as delegates from global

community, we must find a viable strategy to strengthen the global economy and alleviate the problem.

Unemployment comes from different causes. In general can be manifested into five types:

1. Frictional Unemployment

Frictional unemployment refers to the period between job transitions. People are regarded as unemployed while they are attempting to find a new job.

2. Cyclical Unemployment

Cyclical Unemployment occurs during recessions of economic cycle. As a matter of fact, it is not surprising that during economic recessions, the demand for goods and services falls. Employers may respond by reducing the labours. When supply of labours is greater than the demand, unemployment results. However, it is believed that such unemployment will disappear the economy recovers.

3. Voluntary Unemployment

Under the economists' view, people tend to participate in workforce. Unemployment is usually regarded as involuntary. However, there are scenarios that people choose not to work. Voluntary unemployment describes such phenomenon. It is functionally another type of frictional unemployment. It happens when people are not able to find employment that matches their expectations.

4. Structural Unemployment

Structural unemployment occurs when the skills, experience, and education of workers do not match job openings (Goodwin 27). Structural unemployment is a form of frictional unemployment, but it usually lasts longer. It may encourage voluntary 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. Governments can set taxes, create price floors or price ceilings, and indirectly support other factors of institutional unemployment such as labor unions.^[2]

Global Unemployment

Global unemployment levels and rates are expected to remain high in the short term, as the global labour force continues to grow. In particular, the global unemployment rate is expected to rise modestly in 2017, to 5.8 per cent (from 5.7 per cent in 2016) representing 3.4 million more unemployed people globally (bringing total unemployment to just over 201 million in 2017). And while the global unemployment rate is expected to hold relatively steady in 2018, the pace of labour force growth (i.e. those in search of employment) will outstrip job creation, resulting in an additional 2.7 million unemployed people globally.

The increase in unemployment levels and rates in 2017 will be driven by deteriorating labour market conditions in emerging countries (as the impacts of several deep recessions in 2016 continue to affect labour markets in 2017). In fact, the number of unemployed people in emerging countries is expected to increase by approximately 3.6 million between 2016 and 2017 (during which time the unemployment rate in emerging countries is expected to climb to 5.7 per cent, compared with 5.6 per cent in 2016). Of notable concern are developments in Latin America and the Caribbean, where the unemployment rate is expected to rise by 0.3 percentage points in 2017, to reach 8.4 per cent – largely driven by rising unemployment in Brazil.

In contrast, unemployment is expected to fall in 2017 in developed countries (by 670,000), bringing the rate down to 6.2 per cent (from 6.3 per cent in 2016). In Europe, notably Northern, Southern and Western Europe, unemployment levels and rates are both expected to continue to fall, but the pace of improvement will slow, and there are signs that structural unemployment is worsening. The same applies to Canada and the United States. For example, in both Europe and Northern America, long-term unemployment remains elevated in comparison to pre-crisis levels and, in the case of Europe, it increased recently, despite the reductions in the unemployment rate. In fact, in the EU-28, the share of unemployed people who had been looking for a job for 12 months or longer reached 47.8 per cent in the second quarter of 2016, up from 44.5 per cent for the same quarter of 2012. Furthermore, in the second quarter of 2016, more than two-thirds of this group, a total of 6 million people had been unemployed for over two years.^[3]

The problems of youth unemployment globally mentioned below briefly.

- ❖ **Weak financial systems in both developed and developing economies:** In the post-financial crisis era, banks have been under increased pressure to build up balance sheets and ration credit, which has cut off access to finance for small-and-medium sized enterprises. Also, the ultra-low interest rate policies pursued in the United States, European Union and Japan have largely channeled investment into asset markets (stocks and real estate) at the expense of investment in job-creating activities in the real economy.
- ❖ **Missing investment in skills and education development to meet the needs of the labor market.** Skill mismatch is one of the largest challenges facing young people in labor markets across the world, and this is largely a product of a deficient

education policy strategy or a lack of opportunities to acquire new skills. For example, high youth unemployment in Spain has persisted for many years, largely because of a concentration of skill distribution in the construction industry that has prevented young people seeking employment in other sectors in the years following the global financial crisis, in which the construction sector was hit particularly hard.

❖ **Fiscal consolidation in advanced economies:** Developed nations have cut back on government expenditure in order to reduce their budget deficits and preserve sovereign bond ratings. Spending cutbacks have also reduced the number of people employed by government agencies, decreased employment generating infrastructure projects and reduced government spending on social services, such as education.

❖ **Lack of reform that inhibits economic growth in the developing world:** Despite having high growth potential, many economies in the developed world are inhibited by poor infrastructure, lack of investment in education and excessive bureaucracy. For example, countries in North Africa and the Middle East - the two areas with the highest rates of youth unemployment - have some of the worst rankings in the World Bank's Ease of Doing Business Rankings. These factors, and the lack of appropriate reforms and government efforts to remedy them, limit both private investment and job creation.

The consequences of youth unemployment do vary. First, it pressures government finances by both raising the necessary levels of social welfare spending and reducing the number of taxpaying workers in the economy. Second, unemployed youth are denied the opportunity to learn new skills and increase their employability. Thirdly, extended periods of

unemployment can discourage citizens from applying for jobs and can, in some cases, contribute to crime and anti-social behaviour. Finally, youth unemployment can contribute to social problems, since studies show that the burden of youth unemployment often falls excessively on marginalized ethnic groups.^[4]

Educated Unemployed in India

India is poised for reaping demographic dividend and leapfrog to a higher level of income employment situation utilizing the relatively larger share of youth or working age persons in total population. However, the outcome depends on the contribution of youth to national product. India at present suffers from remarkably high educated unemployment and questions are also raised about the employability of the youth because of their inadequate education, training, and market ready skill. Huge youth unemployment, especially educated unemployment is the surest way to social tension, unrest, and unlawful activities turning the demographic dividend into a demographic nightmare. We are more concerned about joblessness among educated youth, those with a substantial number of years of formal education.

If we consider youth with at least high school level of education (passed secondary examination or above) as *educated* a bleak picture emerges. Unemployment is much more pronounced among these groups. While the average unemployment rate among youth is 6.8 per cent, that among school pass outs is 12.1 per cent. More than 11 per cent of Indian graduates and post-graduates are jobless. Close to two-third of school pass-outs are self-employed while close to half of graduates and postgraduates are casual laborers. In terms of relative size too, educated persons are formidable among the unemployed. While less

than half of our working people are school pass-outs, close to two-third of all unemployed youth have secondary or higher level of education.

Thus the employment situation of educated youth in India is much worse than the others. The situation is poorer for youth with certain level of technical training. Though such technical training qualifications are quite sought after in the country and are supposed to provide market ready applied skills to the candidates, unemployment among technical degree holders is close to 13 per cent while that among diploma holders is about 26 per cent. As a result, contrary to expectations, more than one-fourth of youth with technical training are without any gainful employment. We can also classify youth according to their skill level, a combination of their general, vocational, and technical education. On an aggregate about one-fourth of skilled youth are without jobs. Incidence of skilled unemployment is higher among females compared to males and in rural areas relative to urban areas. As against this, unemployment among unskilled youth – those with less than 10 years of schooling or without any vocational/technical training is just about 6 per cent. It is thus evident that unemployment among educated youth is a serious problem in India. This has a regional setting too with states like Kerala, Orissa, Jharkhand, Assam, Bengal and Jammu & Kashmir consistently having higher levels of educated youth unemployment compared to national average. On the other hand, unemployment among educated youth is relatively less than national average in the states of Gujarat, Madhya Pradesh, Maharashtra, Chhattisgarh, and Karnataka.^[5]

Causes of Unemployment in India

Important causes of unemployment in India may be summarized as follows-

- **Jobless Growth.** Economic growth is usually expected to generate employment. However, in India, most of the economic growth has been jobless. For 30 years from 1950-51 to 1980-81, GDP growth rate was as low as 3.6 per cent per annum. At this rate of economic growth, many jobs could not be created. GDP growth accelerated to 5.6 per cent per annum in the 1980s and stayed at this level in the 1990s. At this higher rate of GDP growth, one would normally expect that many new employment opportunities would be forthcoming. But this was not to be. During last two decades, there was a steep decline in employment elasticity in almost all the major sectors. In the manufacturing sector, over the past two decades, employment elasticity declined from 0.59 to 0.33. Since 2000-01, under the influence of neo-liberal approach, the emphasis has continued to increase the efficiency. Thus, more and more labour displacing production techniques have been favored and as a result growth has been jobless.
- **Inappropriate Education System.** The education system in India is defective. It is, in fact, the same education system which Macaulay had introduced in this country during the colonial period. According to Gunnar Myrdal, India's education policy does not aim at the development of human resources. It merely produces clerks and lower cadre executives for the Government and private concerns. Myrdal considers all those who receive merely this kind of education not only as inadequately educated but also wrongly educated. Any education system which fails to develop human resources properly, would need drastic changes.
- **Increase in Labour Force.** Since Independence, death rate has rapidly declined and the country has entered into the second stage of demographic transition. In

India, demographic factor has operated in a direct manner. Over the years, mortality rate has declined rapidly without a corresponding fall in birth rate and the country has, thus, registered an unprecedented population growth. This was naturally followed by an equally large expansion in labour force. In Indian context, social factors affecting labour supply are also as much important as demographic factors. Since Independence, education among women has changed their attitude towards employment. Many of them now compete with men for jobs in the labour market. The economy has, however, failed to respond to these challenges and the net result is continuous increase in unemployment backlog. In rural areas, unemployment has increased mainly in disguised form, in urban areas it is open and visible.

- **Neo-liberal Economic Policy.** With the introduction of neo-liberal structural reforms in India, income inequalities have increased. The estimates of consumption expenditure provided in *World Development Report, 2006* show that Gini index of distribution of consumption rose from 29.7 in 1994 to 33.0 in 1999-2000. This implies that income inequalities have increased during the decade of economic reforms. Growing income inequalities generally lead to demand constraints and unemployment. In this period, due to liberalization policy, all the consumer goods of elitist consumption were available and the rich eager to buy these things raised their consumption expenditure and created substantial effective demand. As a result, demand constraints, which in turn arrested the growth of output, cut down demand for labour. Hence, neo-liberal economic policy of the government aggravated the unemployment situation.

- **Inappropriate Technology.** In India, while capital is a scarce factor, labour is available in abundant quantity. Under these circumstances, the country should have labour-intensive techniques of production. However, not only in industries, but also in agriculture, producers are increasingly substituting capital for labour. In western countries, where capital is in abundant supply, use of automatic machines is both rational and justified, while in India, on account of abundance of labour, this policy results in large unemployment. According to W.A. Lewis, "In all those countries where unskilled labour is available in excess supply, great care is needed in exercising choice in respect of technique because monetary wage fails to reflect the real cost of labour. Lewis asserts that investment in such a situation in capital equipment's may be profitable to individual capitalists, but it is certainly not beneficial to the society, because it increases unemployment and not production".
- **Underdevelopment.** It is stressing that Indian economy, by and large, continues to be in a state of underdevelopment. The volume of economic activities, determined largely by agriculture, is low. The nonagricultural sector, in particular the modern industrial sector, which could provide increasing avenues of employment, is growing at a very slow pace. This unfortunate situation of slow growth characterized the Indian economy even before independence. During the British period, the flourishing indigenous small-scale and cottage industries, were destroyed. Certain other policies also prevented the emergence of new industries. After the attainment of independence, there was a favorable atmosphere for rapid industrialization but actual performance in this sector remained far short of the plan-targets and needs.

- The slow capital formation over a long period also inhibited the growth-potential of activities in agricultural and industrial sector. Inadequacy of irrigation facilities, shortage of fertilizers and power, unsatisfactory transport facilities etc., all caused by the slow growth of capital-goods sector, have adversely affected the expansion rate of work opportunities in agriculture. Similarly, the development of industries has also been hindered by the non-availability of machines, power, transport, essential raw materials, etc.
- **Inadequate Employment Planning.** Employment planning in India has not contributed adequately to the solution of this problem. Employment till recently did not form an integral part of planning strategy in the sense that this objective was never quantified as a time bound programme. No consideration was given in the plans for devising an appropriate wage-rate policy as an instrument of employment expansion or promotion of labour intensive techniques in a big way. Further, little has been done to utilize the labour surplus in villages. There is little that can be documented as a consistent and comprehensive programme of utilising labour or tackling the problem of unemployment.
- **Overall Inadequacy of Manning.** It has added the weak manpower planning i.e., balancing of manpower needs and supplies in the various branches of production, different regions of country and various skills. In some sectors of the economy, there is more than we need, while in others, there is less than required. So is the case with many regions and various skills. These imbalances have arisen in the sphere of educated and trained personnel. Even in those spheres, where large resources of the community were at stake, not much was done.

- **Rapid Population Growth.** The rapid growth of population, in particular since 1951, has adversely affected the employment situation largely in two ways. In the first place, it has directly affected it by making large additions to labour force. Rate of job-expansion could never have been as high as population growth. To that extent, therefore, the population factor has contributed to the worsening of unemployment situation. Increase in labour-force has almost always been higher than the rate of population-growth. This means that population is becoming younger, requiring the creation of new job-opportunities at an increasing rate. Employment-expansion has not been sufficient to match the growth of labour-force, and to reduce the backlog of unemployment. The result has been a worsening unemployment situation. The second consequence of rapid population growth has been to worsen indirectly the unemployment situation by reducing the resources for capital formation. Any rise in population implies large additional expenditure on their rearing up, maintenance, education, etc. As a result, more resources get used in private consumption, (e.g., food, clothing, etc.) and in public consumption (e.g., drinking water, electricity medical and education facilities, etc). It has reduced the proportion of income to savings and investment. Population-growth has, thus, created hurdles in the way of fast growth of economy and job opportunities.^[6]

In India, not only is the rate of unemployment higher with an increase in levels of education, but also, when it comes to the issue of gender bias, it becomes obvious that women face much higher rates of unemployment as against their male counterparts across all the educational categories. In fact, a large number of technically-educated people across all the three categories (technically educated in agriculture or engineering or technology or

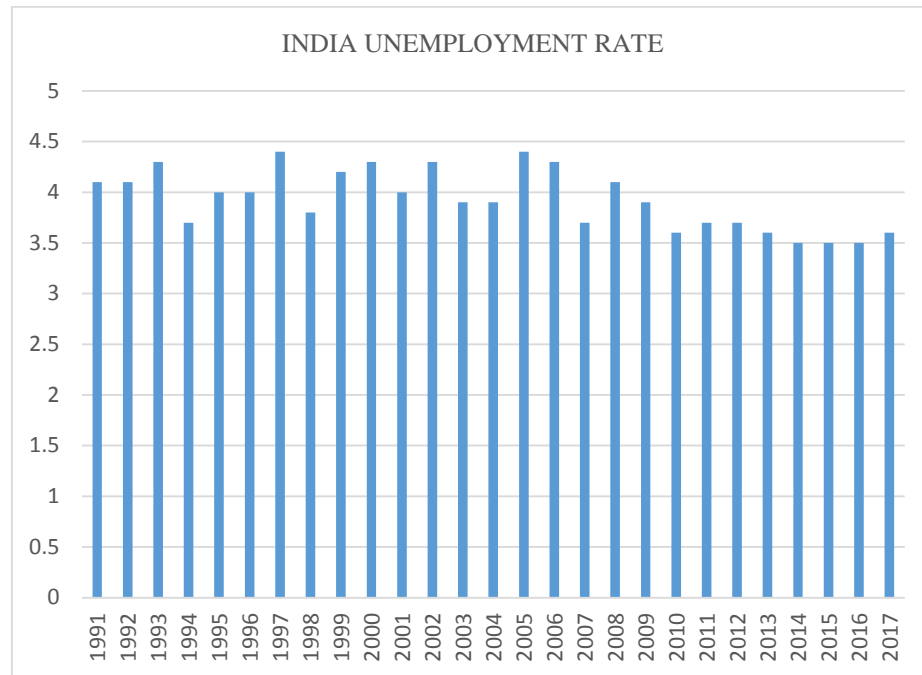
medicine etc., diploma or certificate below graduate level and diploma or certificate above graduate level) are unemployed. Thus, besides promoting technical education, the government needs to focus more on the creation of productive jobs and demand for workers since all industries, in view of the competitive global market environment, try to reduce the aggregate cost of production and there is no additional scope for the creation of sufficient jobs to engage all the technically-educated people. As the number of technically-educated people is likely to increase in the coming years due to the special initiative of the present Central government of India, creation of adequate job opportunities to engage these people should expand at a more rapid rate. Otherwise, it could lead to a great loss of human capital investment.^[7]

Effects

In India, this formidable problem will go to an alarming stage unless some positive measures are immediately adopted. The vast mass of unemployed people is a source of great danger to society and the state.

1. In despair, these young men may run wild and take the law into their own hand. They may engage in many undesirable activities. Criminal activities are on the rise.
2. Unemployment aggravates social unrest and economic imbalance of the country.
3. The standard of living of people remains low because of unemployment. The sharp increase in the poverty rate and low standard of public health are also the ill effects of the problem.
4. Poor people, who are unemployed, finds it difficult to manage the rising cost of basic necessities.
5. Unemployment is the leading cause for depression among youth.^[8]

1.1 India: Unemployment rate



Source: The World Bank

The World Bank provides data for India from 1991 to 2017. The average value for India during that period was 3.93 percent with a *minimum of 3.5 percent in 2014* and a *maximum of 4.4 percent in 1997*.

1.2 Unemployment in Jammu and Kashmir

Jammu and Kashmir is the state known as the model of heaven on earth and is very popular all over the world. The state is bestowed with attractiveness of mountains landscape, springs and rivers, fresh water and distinct cultural beliefs. Jammu and Kashmir is the only state with a majority of Muslim population. However, the trend in the development of Jammu and Kashmir is unfortunately not encouraging. The slow growth of the state can be attributed to various factors like lack of good government, poor investment, Indo-Pak relations, political confusion, poor industrial structure, armed insurgency and low production etc. The most powerful devil in this state is unemployment. During the planning period unemployment in absolute and the terms has increased. Unemployment occurs when people are without work and actively seeking work. Unemployment is characterized by disguised unemployment and chronic under-unemployment. The survey and good realities suggest that the menace of unemployment among the educated youth in Jammu and Kashmir has touched new heights with lakhs of unemployed candidates applying for a thousand posts advertised by different employment agencies. The future of Kashmiri youths is continuously ruining the problem of unemployment. There are more frustrations of the educated unemployed, who face the task of competing with thousands of other people.^[9]

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.^[10]

One of the leading reasons behind soaring unemployment rate in the state is the weak performance of public sector. The public sector of the state of Jammu and Kashmir is in quite unhealthy shape. Sometimes, out of the leading seventh state corporations in Jammu and Kashmir, seven were showing profit, while ten were running on total losses of Rs 1,876.72 crore according to the latest official figures. Basically the PSUs of the 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 the youth. In Kashmir valley there is a lack of quality vocational courses in the educational institutions and is also adding to the unemployment problem of Kashmir. There is a lack of proper vocational courses in the top level universities of Kashmir. The infrastructure

related to vocational courses in the educational institutions of Kashmir valley is also unimpressive.^[11]

Kashmir has facing a situation of uncertainly right from 1947. In last 20 years the educational atmosphere has become poorer. Reason of uncertainty is one of the major reason behind unemployment. Government has too slowly in tapping some of the productive employment generating sectors such as Fisheries, Commercial Floriculture, Forest and Agriculture based industry. According to Employment Department of Jammu and Kashmir, there are 1.2 lakh educated unemployment registered with various employment exchanges in the state. According to reports, a team from government of India conducting an economic survey estimated that 4 to 5 lakhs of the educated unemployed are residing. Recently it was stated in the state legislature that there are 350574 government employees out of which 78100 are the personnel of the police force. An additional 6,000 persons were being recruited in the police taking its strength to about 85,000. The rest contain the employees of corporations, contractual employees, public sector units and adhoc workers. The annual pay of these employees exceeds Rs 3500 crores. The highest number of government employees in proportion to the population of an area anywhere in the world. However there is a limit in the government sector to the creation of jobs. At present most of the government departments and organizations especially corporations are over staffed. Most of the corporations are in loss, which are unable to pay the salary of their staff for months. Among Kashmiri youth over the last years a mindset has developed that a government job is the most secure proposition. It is a lifelong social security. After the retirement one is entitled to a pension. In 2010 recruitment there has been a move from government of India to abolish the system of official pension for persons. It is pathetic to

see highly educated persons aspiring for a class IV job in any government department. Government has started a policy of keeping highly trained professionals on a monthly dole without any work.

Within the state and outside Government should encourage and motivate investment in these ventures by giving some attractive incentives and fast track allowances. There can also be persuaded to invest in productive ventures among non- resident Kashmiris rather than block their resources in dead investments like real estate. No doubt constructing houses is a deposit appreciating in value over a period of time but it has no moral and social value for the local people. For them it is a dead investment for all practical purposes and it needs to be emphasized that the growing unemployment is the greatest challenge can overshadow all other problems. It cannot be tackled by slogans and ad hoc measures. It requires define and clear policy with a time bound blue print to tackle various possible ways of employment. The government needs to realize the explosive dimensions of the unemployment problem. Almost half a million educated unemployed youth feeling under siege without any avenue of gainful and productive employment is surely a recipe for disaster. The frustration of the unemployed youth is increasing rapidly which apart from increasing their alienation is converting them into a readymade material for harmful exploitation. Someone needs to wake up and tackle the problem head on before it blows up in every one's face with revenge. No doubt large number of highly educated youth are working on various courses in the field these days but it is out of compulsion and not of their own choosing. Impatience is second one. Nobody has the patience to put in hard and dedicated work and wait for results. The society has to reform itself before it can get rid of the ills that are plaguing it. Which there have a tendency to leave everything to the

government which we are disown except where our material interests are concerned. Whether the government likes it or not and they have a serious problem on their hands. All other problems emanate this is the basic problem of unemployment. It cannot be set right by creating thousands of government slaves on dole. However setting up a corporation will not solve the problem and there are already host of government corporations in the red. This would provide employees a guarantee against unscrupulous elements trying to exploit unemployed youth under the cover of providing employment abroad. It would eliminate the necessity of antecedent verification for foreign companies as the government would be involved in sponsoring the prospective employees.^[12]

1.3 Causes and Consequences of Unemployment in Jammu and Kashmir

In 2011 census Jammu and Kashmir has 6 lakh unemployed youth. This number was increasing at an alarming rate. The Annual employment and unemployment survey, Jammu and Kashmir ranked first in North India. In 2011 report a US based development agency “Mercy Cops” found that 48% Kashmiri youth were unemployed.^[13]

The main causes of unemployment in Kashmir are:

- 1. Conflict Zone:-**Kashmir being a conflict ridden zone has far less opportunities for employment than rest of the states of India. The conflict situation in India’s conflict zones like the distant North-East or Jammu and Kashmir, especially in the valley of Kashmir, has brought the issues of women into the attention and forced every right thinking citizen to focus on them. The conflict situation, especially since the 1990’s, has inflicted havoc in the psycho-social health of women who have proved to be the vilest victims of conflict mostly in an indirect way through the pain and sorrow effected upon their loved ones, though representing ample pliability. Kashmiri women are definitely in acute disturbance due to the decade’s long on-going conflict situation. They live in fear and a constant sense of anxiety. A chunk of them have lost their husbands and sons in the bloody violence. Many of them have lost their respects and chastity due to rapes and molestations in the severe and peculiar conflict situation.^[14]
- 2. Inefficient Government:-**The youth which was already against the alliance government in Kashmir made it a point to toss their anger at the state’s inefficiency which ended into protest. Government should have maintained a soft angle for the people but they answered every stone with a bullet and pellet. The government’s

inexperience and immaturity provided enough space for this to become an obsession of Kashmiri youth. The government needs to understand that if they have to work as per their promises they shall have a soft corner for their people. They wasted a lot of time in forming the government and then the current situation prevailed which has only created anti-PDP opinions among the people. The death of the soldier in Kashmir is highlighted in a way that the people of India start calling the person anti-national who tries to say something in favour of Kashmir. The outcomes of such things are disruption in communal harmony, and harassment of Kashmiris. The media is in a race for TRPs and for such a race any sort of fabrication is also overwhelmed. These situations make any government sensitive to be collapsed especially at a time when their alliance partners are unwilling to support them.

- 3. Shutdowns in Kashmir:-**in Kashmir valley there are frequent shutdowns. These shutdowns seriously affect the educational setup of the valley and as a result students are not able to concentrate on their studies. Moreover various youngsters also suffer from various physical and mental illnesses. As the spell of shutdowns and the government imposed curfew got continued, the public had been feeling tiredness and also visible from the number of private vehicles plying on roads in the valley. Businessmen in the Kashmir valley had been counting their losses and looking for an opportunity to continue their activities. This could be judged from the fact that most of the shopkeepers remained present in front of their shops with shutters looking for a chance to cater to customers. In this way shutdowns are the main cause of unemployment in Kashmir valley. The young bulge has been at the

Centre of any debate on Jammu and Kashmir during the past decade, in particular with reference to unrest in the Kashmir Valley. Kashmiri youth have always been at the crossroads of the situation, disordered with having to face many issues at any time. From deprivation of political rights, merit and justice, to undecided identity, they face a range of challenges. While unemployment is one aspect of the problem in Jammu and Kashmir that could push an ordinary youth towards frustration, a overcome democratic space and a sense of insecurity in their own land remains the biggest obstacle in their growth

- 4. Declining Art and Crafts:-**the Kashmir Valley has suffered severe economic setbacks due to misperception in the region over the past 20 years. Every sector of economy has been affected, be it art and handicrafts production, medium and small-scale industrial units, the horticulture sector and the tourism sector. Kashmir art and handicrafts facing the vicissitudes of militancy adopted such measures and tactics whereby they were able to overcome the limitations of the market defined by tourist arrivals in the valley and integrate themselves with the national and global economy. The art and handicrafts sector did not so without any help from the state and in extremely difficult conditions. The export of handicrafts has decreased during the years of conflict in the valley.

The comparative growth of Kashmir art and handicrafts with suffered to a large extent with the broke down of turmoil respect to other states lowered down during the period of turmoil. The downward trend of economy has been acutely felt since late 1980s when militancy gained momentum. It is a vicious circle in which

violence has led to underdevelopment and vice versa, and in this gruesome scenario it is the common people of the region who suffer the most.

5. Less opportunities than other states:-increasingly the youth of Kashmir especially the student cohort of the value and have to seek career and educational opportunities outside the state. There are very less job opportunities in Kashmir, as there are no multinational businesses which can provide us protected jobs and as a result people are forced to move out the valley to the cities like Mumbai, Bangalore and Delhi to earn their living facilities. There are other issues like shortage of power and lack of good colleges in technical, management and medical streams. The young students have to meet various challenges in their pursuit of higher education. They have to struggle a lot in finding suitable jobs. These students get exposed to various job opportunities and possibilities outside Kashmir. Their struggle plunders them with suitable placements in different sectors outside Kashmir. Various educated youths are not able to carry out their dreams. The government have failed to solve the issue of increasing unemployment in the valley. It is the responsibility of the government to provide jobs to the youth, so that they don't have to leave the valley in search of jobs.

6. Underdeveloped or No Industrial sector:-Political insecurity, rough territory and lack of infrastructure have been a constant hurdle in the industrial development of the state, particularly in Kashmir region. The industrial structure whether private or public is in messes thereby failing to absorb a big chunk of educated youth of the state. Due to weak or no private sector, the educated unemployed youth of the state have replicated themselves only towards government sector where there are bleak

chances of finding the employment. The state government needs to consider the availability of skilled manpower and capable enterprises in each relevant industry sector before forming growth supporting industrial policies in those sectors. Tackling rural unemployment and finding opportunities within the rural areas would play a key role in controlling unemployment among the educated youth of Kashmir. There is no expansion in the industrial sector in the state. Government is doing nothing for the unemployed youths.^[15]

1.4 Educated Unemployed Women and their Social and Cultural Life

Article 13 of the International Covenant on Economic, Social, and Cultural Rights articulates: Education is both a human right in itself and a means of realizing other human rights. As an empowerment right, education is the primary vehicle by which economically and socially marginalized adults and children can lift themselves out of poverty and participate fully in their communities (UNESCO, 2003). Several international frameworks have formalized commitments to improving learning opportunities for women and girls. The 1995 Beijing Platform for Action called on countries to ensure equal access to education for girls and eradicate female illiteracy. Girls' education was singled out again in the Dakar Framework for Action (2000) and codified as one of the six Education for All (EFA) goals.

The Millennium Declaration (MDG), signed in September 2000 at the United Nations, Millennium Summit, commits the member countries to promote gender equality and empower women and eliminate gender disparity in all levels of education (Goal 3). The positive ripple effect of education for women and girls is so far-reaching that a number of international organizations, UNESCO and UN Women foremost among them, have persuasively argued it may be the single most effective tool for development (UNESCO, 2015).

There is increasing articulation of awareness of the need to address gender inequalities there is not much evidence of the attitudinal changes. Practically, gender issues still remain peripheral to what are considered to be more important and urgent issues (Mathabe, 2009). In developing countries, millions of girls still receive little or no education. Although there are no formal obstacles preventing women from reaching high positions in colleges and

universities, men still dominate at all levels of influence (UNESCO,1998). Until the beginning of 2008, Africa was on track to meet many of its MDGs but with the recent food, fuel and financial crises there is a high risk of slippage in meeting these targets, especially those related to health, education, and food security (Updated Gender Plan of Action, 2009 – 2011). At the national level, Cameroon has ratified a number of international conventions and instruments related to gender issues, such as the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW). Unfortunately, we still identify gender bias and gender neutral behaviors that discriminate and violate women’s rights (World Bank, 2005; Sikod and Endeley 2006). Although the number of women obtaining degrees in Universities has increased with time, very few women as compared to men are retained at the doctorate level. In a survey carried out by ERNWACA Cameroon (2003), in the developing world, girls and women have less access to education at all levels and lower levels of literacy. ^[16]

Education plays an important role in socio-economic development of a country, moreover women education has immense importance in this regard. Educated women are not only raising their own socio-economic status but they are enhancing intellectual horizon of their children, uplifting socio-economic condition of their family and playing a significant role in raising their family status. There is a strong linkage between education of women and the development of a nation. In fact, women education has come to be considered more important than that of men. Dr. Karve, a pioneer for the cause of women education, once said, “If you educate a man, you educate an individual, if you educate a woman, you educate the whole family.” The University Education Commission (1949) has also rightly remarked: “There cannot be an educated man without an educated woman. If general

education is to be limited to men or to women, that opportunity should be given to women, for then it would more surely be passed on to the next generations.” On the other hand, education also makes the women strong, empowered, creates self- reliance and brings determination in life. It has a central role in the struggle to achieve women’s equality and empowerment both in the family as well as in the community. Lack of education, information and low level of literacy aggravate the situation of deprivation in all sector of life. Education helps in generating awareness among women about their legal, social, political and economic rights, provisions and privileges to fight against all sorts of social discrimination. It enables them to realize their potentialities, developing skills, seeking employment and improving their nutritional and health conditions. Education helps women in lightening the burden of tradition of ignorance and strict seclusion within the home, in equipping them with the expertise and knowledge required to play modern roles, in widening their horizons and in raising their general status in society. Therefore, educating women encourages not only their political participation and economic independence but also improves their quality of life and through them of the whole family and then whole nation in broader sense.^[17]

Jammu and Kashmir has the distinction of having multi-layered and unique cultural blend, making it distinct from the rest of the country, not only from the different cultural forms and heritage, but from geographical, demographically, ethical, social entities, forming a distinct spectrum of diversity and diversions into Kashmir, Jammu and Ladakh, all professing diverse religion, language and culture, but continuously intermingling, making it vibrant specimens of Indian Unity and diversity. Its different cultural forms like art and architecture, fair and festivals, rites and rituals, language and mountains, embedded in

ageless period of history, speak volumes of unity and diversity with unparalleled cultural cohesion and cultural service.

While the Kashmir has been the highest learning Centre of Sanskrit and Persian where early Indo-Aryan civilization has originated and flourished, it has also been embracing point of advent of Islam bringing its fold finest traditions of Persian civilization, tolerance, brotherhood and sacrifice.

People of Jammu and Kashmir - According to historians, the ancestors of Kashmiris are early immigrants from India proper. With the spread of Buddhism, many scholars came to Kashmir from far-off lands for research and study. The contact of Kashmiris with the Roman, Greek and Persian civilizations resulted into a fusion of cultures. Most of the people claim their descent from the Indo-Aryan stock but one can easily find people belonging to diverse and different races inhabiting Kashmir with distinct looks, food habits, dresses, speech, customs and traditions.

Kashmiris have made remarkable contributions to the arts of story-telling and mystical poetry, the Shiva philosophy, grammar and the sciences. The art and culture of the people of Kashmir is evident in their folk songs and dances as well as the various arts and crafts that are world-renowned. Known for their charming beauty, most of the people in the valley are very fair with light brown to dark hair, blue or grey to black almond eyes, rosy cheeks and fine physique. Kashmiris are generally non-aggressive and temperate in nature and are God-fearing. They are considered extremely warm, friendly, and hospitable.^[18]

The state Jammu and Kashmir inhabits diverse and separate culture. It encompasses various lifestyles and habits of the citizens that inhabits in regions of Jammu, Kashmir and Ladakh.

Jammu and Kashmir is regarded as a melting vessel of diverse cultures. Citizens from different social practices and religions exist together quietly in this charming state. Since moment immemorial, diverse religions like Islam, Jainism and Hinduism have added extra worth to the inspiring legacy of Jammu and Kashmir. There are as many perceptions of women being distinguished against as there are cultures. The issues of women empowerment have only turned to power relations between women and men and shaped up hostile relations rather than the purchase of empowerment in reality. The tussle is of ego clashes, decision making, control of resources, public visibility, economic independence, life with dignity and so on. Women are not always disempowered or slaves, they are not made to work against their will instead they (women) keep on encouraging their family members to work hard for the family's development. Women's working alongside men in the fields also imparts a sense of equality to them. It is important to make efforts towards gathering a combined view about the emergence of Kashmiri women, their unique history, and the travails and tribulations faced by them and the resilience with which they not only sustain but also improve their lot. It is also important that the situation of women in Kashmir should not be presented in a vacuum, but needs to be viewed in context of the dismal political violence that engulfs the valley. The shaping of the lives of Kashmiri women, for good or bad, is deeply rooted with Kashmir polity and is a reflection of the society at large.

As the provincial situation for women is considered by low levels of access to education, social, economic, healthcare, political opportunities and maternal mortality, however today the scene is improving. Women's brightness in the public sphere and space is quite visible and there is an embarrassment of females enjoying the equality of life as well. Kashmiri

women have been discouraged deliberately to a greater extent both politically and socially.^[19]

1.5 Economic Conditions of Unemployed Women in Jammu and Kashmir

Unemployment is likely to be the major economic problem. The jobless rate has begun to rise and that the finding work has become rigid. This is particularly the case amongst the educated youth. The economic policies right from the first Five Year Plan has been the provision of profitable employment opportunities. Every plan ends up with a greater backlog of unemployed educated people. At the end of each five year plan, the state has more unemployed than at the beginning. This has happening because during the planning period trend and growth rate was significantly lower than the targeted growth. Therefore, jobs were not created in suitable process.^[20]

The problem of unemployment in Jammu and Kashmir among females is predominant based on Usual Principal Status as the gap between unemployment rate of females in Jammu and Kashmir (17.1 per cent) and that of all India level (3.6 per cent) is massive. Unfortunately, the suicide rate has increased and despite being the greatest vice over the past few years in the Kashmir valley and see many growing unemployment behind it. In a few decades, Kashmir was among few places across the country with very low suicide rates and over the past decades the graph of suicides has run north. While the number may be shocking, the facts that cannot be ignored. One of the major problems that our state is facing right now is the increasing number of unemployed youth. There was time when being educated guaranteed employment but more than people become aware of the

importance of education, the claim for employment grew but inappropriately the job opportunities become lesser. Unemployment and poverty go hand in hand. With the rate of unemployment reaching alarming proportions, the future of our state too is at stake.^[21]

Economic survey for the financial year 2011-12 has revealed that the number of unemployed youth registered in various District Employment and Counseling Centers is 6.1 lakhs ending September 2011. As per the report, 3,21,562 unemployed youth have registered in Kashmir region and the number is 2,80,285 in Jammu province. Out of the registered unemployed youth 1,65,208 are matriculate, 77,087 are middle pass and only 3202 are illiterate. More than 20,000 post graduates and more than 85,000 are graduates have also registered themselves with the employment cells to seek jobs. As per the last economic survey, it comes to overall unemployment, Punjab (4.5 per cent), Himachal Pradesh (2.8 per cent), Delhi (2.7 per cent), Haryana (2.6 per cent) and are much better placed than Jammu and Kashmir. All India figures for unemployment rate stand 2.6 per cent only. It further revealed that the unemployment rate for females in Jammu and Kashmir was 17.1 per cent whereas that of males was 3.6 per cent which is far too high when compared to the neighboring states Punjab 11.7 per cent, Delhi 2.8 per cent, Haryana 2.8 per cent and Himachal Pradesh 2.5 per cent.

The report says, that the unemployment is more prevalent in urban centres than in rural areas of the state of Jammu and Kashmir. Unemployment rate in urban areas based on 66th Round of NSS stood at 6.5 per cent as against in rural areas at 4.9 per cent. While the Gross Domestic Product has shown increasing trend both at the state and national level but growth is not complete and benefits of development innovations programmers do not penetrate to all the sections of the society especially poor at the grass root level. This leads to various

problems like poverty, regional disparities and unemployment. Further the survey says with the increasing population the work opportunities have not kept pace. Nearly 70 per cent of the marginal workers are associated with allied activities and agriculture and the problem is more severe as the incidence of unemployment is more among the educated segments of youths. Report also says that number of registered job seekers have increased from 1.11 lakh to 6.01 lakh in 2007 and 2011 respectively, thereby registering an increase of 43.9 per cent.^[22]

As per the census 2001, the literacy rate of state Jammu and Kashmir stood at 55.5 per cent which has increased to 68.74 per cent as per the census 2011. The provisional population (7 years and above) of Jammu and Kashmir as per census 2011 is 125.48 lakh persons out of which 72.450 lakh persons are well-educated. The ground situation with regard to unemployment may be altogether different as the figures of employment exchanges does not provide exact picture of unemployment in the state of Jammu and Kashmir. The Fifth Economic Census conducted in 2005, indicates that there are 3.24 lakh institutions in the state Jammu and Kashmir which are involved in different economic activities. The report says, the total number of persons working in these institutions was recorded to be 7.52 lakh, more or less equally distributed in urban areas and rural areas.

The problem of unemployment seems to be an endless crises in the valley, with the statistics revealing more than 6980 post graduates and 29034 graduates recorded with government employment exchanges in Kashmir valley are unemployed. The ruling congress and National conference in their election manifestos of 2008 had promised to remove the problem of unemployment from the state with the creation of new job opportunities for the educated youth, reports a local news agency KNS. It revealed that the valley has 3567 arts

post graduates unemployed. The unemployed lot poses degrees in English, Political Science and Urdu etc. The statistics reveals that in valley there are more than 29034 graduates who are unemployed and the number of jobless graduates is 12426 in Jammu province. In Kashmir division there has 46703 people unemployed who have passed 10+2 in various streams where as in Jammu division the number of unemployed youth is 27212. With Jammu and Kashmir spinning under the unemployment crises, out of the total number of 240000 unemployed educated youth in the state, Kashmir division appears to be worst affected, more than 1,55,000 of its educated youth unemployed. And there are more than 4500 registered degree holders of engineering who are unemployed in the state and that the number of unemployed diploma holders is more than 8500. The report remarked that there are 5500 unemployed ITI trained youth in the state Jammu and Kashmir.^[23] Unemployment is a hurdle between the youth and their future, but the fact that it is an increasing stage and makes them for the future. Working in the private sector may need more hard work but there are also more chances to grow. It highlights the unemployment in Kashmir as:

- The number of registered job searchers has increased from 1.11 lakh to 6.01 lakh in 2011 registering an increase of 43.9%.
- In Kashmir province 3,21,562 unemployed educated youth have registered and 2,80,285 unemployed youth have registered themselves in Jammu region.
- In urban areas unemployment rate raised 6.5% as against 4.9% in rural areas.
- Unemployment rate for females is 17.1% whereas the unemployment rate for males is 3.6%.^[24]

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