

STRATEGY OF EDUCATION AND EMPLOYMENT GENERATION: AN ANALYSIS

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Abstract: *Employment determines one's chances for living a full, rich and meaningful life. It influences and shapes the individual's thoughts, feelings and actions. Employment enables one to meet and satisfy the different demands in one's life. A person's status in the family and the community directly or indirectly are a reflection of the employment he holds. This present paper focused on the concepts relating to the employment, unemployment and the other equivalent concepts relevant issues to trace the history of the employment generation and the strategy applied for the alleviation of poverty and generation of employment and self-employment in the country.*

Key Words: *Society, Pathological issues, Education and Employment, Govt policies etc.*

1. INTRODUCTION:

Unemployment causes frustration in one's life, which may lead to undesirable consequences. The economic problems arising out of unemployment affect a person's social and personal standing within and outside the family. If this situation persists long, it may even lead to increased anti-social and criminal activities. These pathological conditions over a period of time may bring about a violent revolution, thus uprooting peace and order in society.

Of all the major problems facing modern life, the unemployment is the most serious. The unemployed manpower has to be supported by the rest of the community and this lowers the standard of living of the people. This problem is more acute in developing countries, which are facing chronic unemployment. According to Blaug¹ The less developed countries suffer from Marxian and not Keynesian unemployment, because it is not lack of effective demand, but lack of capital in relation to the size of labour which basically accounts for mass unemployment.

2. EDUCATED UNEMPLOYMENT:

The term educated unemployment refers to open unemployment among those who have at least completed secondary education; in India it refers to unemployment among the matriculates and college graduates.²

According to A. K. Bhattacharya³ "educated unemployment signifies the person who has completed schooling or acquired higher education in the college or university: but is without work involuntarily either because no work is provided to him or because the remuneration of the work given is considered inadequate to maintain a decent standard of living."

Though the problem of unemployment among the educated is the part of the general unemployment problem, the problem of educated unemployment is more serious than general unemployment. This is because social and private resources have been invested in educating individuals so that they become employable. If the educated people are unemployed, it leads to wastage of human resources. Besides, the financial and physical resources used to provide education could have been used to generate employment in other sectors. Unemployment of the educated results in the wastage of the expenditure incurred by the parents and society and also leads to earnings foregone by a student during his period of studies.

In the words of D. N. Majumdar,⁴ "the continued presence and increase in number of large body of the educated unemployed is clearly opposed to the Indian national objective of the socialistic pattern of society and reflects the inadequacy and failure of the social set up to pull itself up."

The Problem of educated unemployment is the most serious. At present there is a serious glut of educated manpower in relation to estimated demand. Every year a large number of educated youngmen are turned out by our schools, colleges and universities. But jobs and gainful avenues cannot be created for them in the same proportion. Educated person of today generally seeks a 'white collar job' and prefers to be a 'Babu' in some office and hates those jobs and work, which involve manual labour. According to a Study conducted by the Association of Indian Universities in 1987-88, it was found that only 7 per cent among the graduates, post-graduates and above post graduates (M. Phi., Ph. D.) were self employed. It means that very few educated persons go in for self-employment. This increasing team of educated disgruntled and indisciplined youngmen is a great danger to the social, economic and political stability of the country.⁵

Sociologically, the problem of educated unemployment is a challenge to society from within. Educated people are elites of the society and the frustration of the educated unemployed diverts them to anti-social and criminal activities like theft, robbery, gambling, underworld and illicit trade activities etc.

These Problems threaten the very survival and growth of the society. In political terms the educated unemployed are the source of potential danger to the democracy and the nation. It results into erosion of their faith in democracy and the government and it poses a problem of political unrest, terrorism and insurgency. This elite group of frustrated educated unemployed is mainly responsible for the activities of insurgency in India for the last two to three decades. Frustration among the most vocal section of society takes the form of social unrest and violence. If increasing number of educated elite is forced to remain idle, the consequent frustration would result in chaos. It is quite in place to quote Naval H. Tata, "It is an undisputed fact that in utter frustration these educated unemployed have turned rebels and have developed revolutionary instinct in order to bring about transformation of existing order...."⁶

The educated unemployed represent the intellectual section of our society, the frustration and discontentment of which paves the way of political instability as well as an atmosphere of pessimism and loss of confidence in the government⁷.

3. EDUCATION AND EMPLOYMENT:

According to Blaug,⁸ "the problem of educated unemployment arises because of mismatch between the job expectations generated by the education acquired and the job opportunities provided by the labour market.

In the words of Emmerji, a Permanent figure in ILO World Employment Programme "It is obvious that education is in no way responsible for the problem of overall imbalance (i.e., between the labour supply and demand). Changes in the educational system will not change the number of job opportunities in the economy. However, education is definitely responsible for one of the problems of structural imbalance, that of matching employment opportunities and expectations."⁹

According to Emmerji, educated unemployment occurs because of what the educational system does to the career aspirations of the students. Educated unemployment would mean that the labour force is too highly educated for the employment being generated. If the educated people are willing to accept any job that is offered to them, irrespective of their aspirations and expectations, educated unemployment will virtually disappear.

Regarding the responsibility of the educational authorities in the employment problem, there are diverse views. According to some writers, though, education does not create general unemployment; it does result in unemployment of the educated. Some writers feel that education is partly responsible for the unemployment problem because the formal education system prevailing in the developing countries restricts the initiative of the students, thereby curbing the entrepreneurial activity, which if encouraged will generate employment.

Employment problem among the emerging graduates of our Indian universities has become a cause of concern to everyone drawing nationwide attention. Every year lakhs of graduates are coming out of our universities but mostly remain jobless. This implies an enormous waste of material and human resources in the country. At present our colleges and universities have become more or less huge factories producing graduates with no opportunities for training in the work situations. Also, individual idiosyncrasies play a part and thus enhance the problems of employment.¹⁰ A paradox of higher education in our country is that even though the extent of unemployment among the educated is more among those coming out of these institutions of higher education, the demand for establishing more and more of such institutions is increasing year after year.¹¹ And the governments both at Centre and States succumb to these demands and establish more and more such institutions knowing fully well that they will aggravate the problem. Dealing with this aspect of the problem the Planning Commission observed that, "The unemployment rates in this category, especially in the youngest group (15 to 29 years) have been relatively higher for sometime and an equilibrium between the growth of the educated labour force and employment opportunities has not been reached. The former is related to the demand for education which remains high because the private cost of education is low and higher level of education is always associated with better employment, high level of incomes and better status in society. Many who would like to start working after secondary school find that they are neither able to get jobs, nor are they fit for self-employment. Thus they continue with higher education not because of a strong academic urge but rather because there is no else to do." The problem of educated unemployment can be explained by the following adage:

***Thoda Padha Hal Se Gaya,
Zyada Padha Ghar Se Gaya.***

(If one receives a little education, one abandons the plough; but if one receives higher education, one deserts the home.)

Therefore, if it do not make education itself a method of lessening the unemployment situation, the growth of education is bound to result into growth of educated unemployment in the country. Our educational system still remains the same as was proposed in 1833 with the result that there is a lack of correlation in education and employment. In Europe, a person working in a factory, whether a foreman, a fitter or a welder is full of better opportunities to carry on

with the job and continue his education for higher degrees in engineering if he wants to, but in India if one wants to be an engineer, one cannot be any other worker. One must first go to a college and have full education as an engineer. But if there are not enough jobs, one must remain unemployed. Hence, there is a great need to reorient the educational system in the country so as to help solve unemployment problem¹².

Faulty planning, slow economic growth and defective educational system in addition to other causes have all been contributing for the growth of unemployment to monstrous proportions.

Growth rate of the economy should be stepped up so that it can absorb a large number of educated unemployed each succeeding year. This is how Japan was able to meet the demand of the ever increasing number of the educated job seekers during the Sixties and Seventies.¹³ The Existing education system must be reformed. In place of present bookish and sheer theoretical education, stress should be laid on practical, job oriented, technical, vocational and entrepreneurial education.¹⁴ Judicious manpower planning can be a remedy.

Top priority should be given to proper manpower planning in the country. In place of importing technical hands and technology from abroad, indigenous technology and expertise be developed effectively.¹⁵

4. CONCLUSION:

Encouraging self-employment can be a best method of providing employment to the educated unemployed. Number of self-employment schemes are being implemented by the governments at the Centre and the States in India. These schemes should be made more attractive and the cumbersome procedural wrangles should be minimised so that the educated unemployed would willingly take up the self-employment.

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