

Addressing Unemployment and Enhancing Employment Opportunities for Sustainable Growth

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Abstract

Unemployment is one of the most serious problems facing India like many others Countries in the world. However, there is also growing level of challenges facing the Country, which calls for serious concern. The rising level of unemployment has certain factors in which one of the factor is dejobbing. This paper is the study about the factors of Unemployment, the challenges and opportunities of employment. This paper is based on secondary data and will be focusing on literature review related to unemployment, dejobbing and employment.

Keywords: Unemployment, Factors of Unemployment, Dejobbing, Employment opportunities, Sustainable Growth.

Introduction

As a developing economy, India is underdeveloped. As a result, the character of Unemployment in India is very different from that found in industrialized countries. Unemployment is probably one of the biggest social issues out there. Economically, it's huge cost to the individual and society as a whole. Unemployment has a huge psychological impact, challenging the idea that work ethic is dying out. Lord Keynes Diagnosed unemployment advanced economics to be the result of deficiency of effective demand. It implies that in such economics machines become idle and demand for labour falls because the demand for the products of industry is no longer there. Thus Keynesian remedies of unemployment concentrated on measures to keep the level of effective demand sufficiently high so that the economic machine does not slacken the production of goods and services. According to the recently published International Labor Organization (ILO), the number of unemployed people in the world is estimated to be 207 million during 2022. It is noteworthy that in 2019 this figure was 18.6 crores. That is, the number of unemployed people has increased by more than 11 percent during this period, which is 21 million. The problem of unemployment is aggravated by the unequal distribution of population growth, lack of practical skills, industrialization, etc. The current review is an attempt to understand the Unemployment challenges and study how dejobbing is one of the challenge and competition for youth in struggle of work, and last with the employment opportunities for sustainable development.

Methodology

The study is exploratory in nature and attempts to decipher the phenomena of Unemployment and Employment challenges and opportunities. The objectives of the study are:

- To review and explore the definition and concept of Unemployment, challenges of Unemployment.
- To review the Employment Opportunities for Sustainable development.
- To review the existing literature and explore the concept of Dejobbing and its affect on youth.

The criteria for selecting the existing research on the topic included highly cited research studies on Unemployment and Employment. Most recent research studies available on Google Scholar and EBSCO have been selected for the purpose of review.

Unemployment

Unemployment is a measure of the number of individuals who are employed and actively searching for work, but are unable to secure employment. It also includes those in the labor force who are employed but do not have a suitable job. The unemployment rate is typically calculated as a ratio between the number of unemployed individuals and the total number of individuals in the labor force. Unemployment is one of the indicators used to measure a country's economic condition. The term "unemployment" is often misused, as it refers to those who are not actively searching for work after being released from prison. However, it does not include those who have ceased searching for work in the last four weeks due to a variety of reasons, such as leaving to pursue higher education or retirement, disability, or personal circumstances. Additionally, those who are not looking for a job but are actively searching for one are classified as unemployed. On the other hand, those who have not been actively searching for a job but have been actively searching for one in the past 12 months are classified as "marginally attached to labor force." This category is further subdivided into "discouraged workers" and "unemployed workers." It is important to note that the unemployment rate may not accurately reflect the true number of individuals who are unemployed. To gain a better understanding of the unemployment rate, it is necessary to compare it to the term "employment," which is defined as those aged 16 and over who have recently put in hours into work, paid or otherwise, because of Self-Employment.

Factors of Unemployment

There are a number of reasons for unemployment. These include recessions, depressions, technological improvements, dejobbing, job outsourcing, and voluntarily leaving one job to find another.

Recession: In economics, a recession is a business cycle contraction that occurs when there is a general decline in economic activity. Recessions generally occur when there is a widespread drop in spending (an adverse demand shock). This may be triggered by various events, such as a financial crisis, an external trade shock, an adverse supply shock, the bursting of an economic bubble, or a large-scale anthropogenic or natural disaster (e.g. a pandemic).

Depression: An economic depression is a period of carried long-term economic down that is the result of lowered economic activity in one major or more National Economies. Economic depression maybe related to one specific country where there is some economic crisis that has worsened but most often reflexes historically the American Great Depression and similar economic status that may be recognized as existing at some country, several countries or even in many countries.

Economic depressions maybe also characterized by their length or duration, and maybe showing increases in unemployment, larger increases in unemployment or even abnormally large levels of unemployment (as with for example some problems in Japan in incorporating digital economy, that such technological difficulties may be resulting in very large unemployment rates or lack of good social balance in employment among population, lesser revenues for businesses, or other economic difficulties,

with having signs of financial crisis, that may also reflect on the work of banks, or may result in banking crisis (in various ways that may be for example unauthorized transformations of banks), and further the crisis in investment and credit; that further could reflect on innovation and new businesses investments lessening or even shrinking, or buyers dry up in recession and suppliers cut back on production and investment in technology, in financial crisis that may be more country defaults or debt problems, and further in feared businesses bankruptcies, and overall business slowdown.

Technological Improvements: A technological change in economics may be defined as an increase in the efficiency of a product or process that results in an increase in output, without an increase in input.

But this technological improvement also leads to technological unemployment. Technological unemployment occurs when developments in technology and working practices cause some workers to lose their jobs. Technological unemployment is considered to be part of a wider concept known as structural unemployment. Example of technological unemployment: When labour-saving machines are introduced into the productive process, a firm can get rid of workers and produce the same amount of goods than before. Therefore some workers can lose their job. Technological change doesn't have to increase overall unemployment, even though some types of workers may temporarily lose their jobs. For example, in 1800, the majority of British workers were employed in agriculture. Labour-saving technology meant that food could be produced with fewer workers and so some agricultural labourers lost their jobs as farms used more machines. However, as jobs were lost in agriculture, new jobs were created in producing machines. Similarly, advances in computers and robots meant that firms could produce manufactured goods with fewer workers. The increased productivity in manufactured goods meant that the relative cost fell, giving more opportunities for people to work in the service sector.

Job Outsourcing: Well there is much debate as to whether or not outsourcing causes unemployment or actually adds jobs to the economy, it is obvious that it does eliminate certain kinds of work. Presumably, those workers who lose those jobs go on to get better jobs in new industries or through better training and education. Outsourcing is a good business strategy for companies seeking a competitive edge in finding low-cost labor. This allows these companies to boost profits and pass lower costs on to consumers. Outsourcing also has a number of unintended consequences such as lowering barriers to entry and increasing the level of competition a company has. It also has effects on brand loyalty and satisfaction; both for a company's employees and its customers.

Outsourcing can also lead to disruptions in the labor force and even cause entire communities to become deserted. Finally, the unintended consequences of outsourcing can eventually spread to the countries where the work is being sent.

Dejobbing: Before we begin exploring the term 'dejobbing', let us first try to understand what the word 'Job' stands for. Google defines 'Job' as 'a task or piece of work' or 'a responsibility or duty'. In general, we can say that it is a well-defined task. This definition however has lost its meaning especially in the last decade courtesy the increase in competition in the market and change in government regulations. The days of a specified job are long gone and Job description is soon to be a historical term. Means reducing the number of jobs in the organization through the combined processes of increasing functional flexibility, delayering the hierarchy, and downsizing the workforce.

In an article, I came across an interesting description of the phenomenon of "dejobbing". It appears that there is a dramatic decrease in jobs, not in certain jobs, but in the job itself, "the job" that is disappearing. This can lead to a number of positive outcomes. Firstly, the efficiency of the company's work may increase to a certain extent, as employees may no longer feel that "it's not my job" and thus

choose not to perform certain tasks. Secondly, it can lead to a greater responsibility for the group as the performance of the group can be judged. However, I believe that this can also have some drawbacks. For example, in a dejobbing work mode, there is no assurance that everyone will be as conscientious as they should be; the amount of work is fixed, and some people may do more, while others may do less. If this trend becomes a trend, the way of calculating salaries should change as well.

Employment

Employment is a relationship between two parties regulating the provision of paid labour services. Usually based on a contract, one party, the employer, which might be a corporation, a not-for-profit organization, a co-operative, or any other entity, pays the other, the employee, in return for carrying out assigned work. Employees work in return for wages, which can be paid on the basis of an hourly rate, by piecework or an annual salary, depending on the type of work an employee does, the prevailing conditions of the sector and the bargaining power between the parties. Employees in some sectors may receive gratuities, bonus payments or stock options. In some types of employment, employees may receive benefits in addition to payment. Benefits may include health insurance, housing, disability insurance. Employment is typically governed by employment laws, organization or legal contracts.

Employment rates are defined as a measure of the extent to which available labour resources (people available to work) are being used. They are calculated as the ratio of the employed to the working age population. Employment rates are sensitive to the economic cycle, but in the longer term they are significantly affected by governments' higher education and income support policies and by policies that facilitate employment of women and disadvantaged groups. Employed people are those aged 15 or over who report that they have worked in gainful employment for at least one hour in the previous week or who had a job but were absent from work during the reference week. The working age population refers to people aged 15 to 64. This indicator is seasonally adjusted and it is measured in terms of thousand persons aged 15 and over; and in numbers of employed persons aged 15 to 64 as a percentage of working age population.

Employment Opportunities for Sustainable Growth

Sustainable growth is grounded in the concept of employment and decent work. Investment in people is an integral part of economic development and investment. Through investment, a country's private sector can increase its growth and competitiveness, resulting in job creation and enhanced trade integration. Additionally, the economy must consider the green transformation and the measures taken to combat climate change, as well as the promotion of responsible consumption, production, and sustainable lifestyles.

Climate change is perhaps the greatest threat to sustainable development of the 21st century, and the global concern about this phenomenon paved the way for the adoption of the Paris Agreement by the COP 21 in December 2015. The changing climate itself; the adaptation to these changes by the people, countries and economic sectors most affected; and the mitigation measures required to reduce, if not arrest global warming and to move towards low-carbon economies have far-reaching implications for economic and social development, for production and consumption patterns and, naturally, for employment, productivity and incomes. The effects of climate change will alter the structure of employment; new jobs and new job families will emerge, others will disappear or become unsustainable, and enterprises must find ways to organize work and production differently. Moreover, the impacts of

climate change, and mitigation or adaptation measures that exclude women in decision-making and overall ignore their specific needs, can compound the challenges of achieving gender equality in the world of work. At least half of the global workforce – the equivalent of 1.5 billion people – will be affected by the transition to a greener economy. It is against this backdrop that ILO has included a “Green Initiative” into the suite of seven Centenary Initiatives launched by the Director-General in 2012. The Green Initiative aims to scale up the ILO’s office-wide knowledge, policy advice and tools for managing a just transition to a low-carbon, sustainable future.

The ILO Green Jobs programme promotes the “greening” of enterprises, workplace practices and the labour market as a whole. These efforts create decent employment opportunities, enhance resource efficiency and build low-carbon sustainable societies. Green jobs are defined as “decent jobs that contribute to preserve or restore the environment”, be they in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency. Such jobs help to:

- Improve energy and raw materials efficiency;
- Limit greenhouse gas emissions;
- Minimize waste and pollution;
- Protect and restore ecosystems; and
- Support adaptation to the effects of climate change.

ILO’s Green Jobs Programme

- Provides evidence based policy advice to assess the impact of economic and environmental policies on employment and social outcomes for the formulation and implementation of effective national or sectoral policies that create green jobs, foster social inclusion and improve sustainability;
- Builds capacity by providing stakeholders with opportunities to learn about key green jobs concepts, approaches, tools and best practices;
- Focuses on enterprise and skills development for technical skills, environmental sector employment, green business start-ups, greening enterprises and sectoral interventions in construction, waste, energy, tourism, forestry and agriculture, among others;
- Works towards building a broader knowledge base by participating in global policy research and knowledge networks; and
- Advocates for the integration of decent work into climate agendas by engaging in dialogues and key negotiation processes.

The centrality of environmental sustainability for ILO’s work is further underlined by the fact that the topic has been proposed as one of the Office’s cross-cutting policy drivers for the 2018-19 Programme and Budget.

In order to combat poverty and social exclusion, it is essential to provide employment opportunities for all individuals. This is due to the fact that joblessness is concentrated in certain groups and in rural and urban areas. Areas with the highest unemployment rates tend to be those with the highest number of people on welfare benefits. These areas are often subject to multiple disadvantages. Employment not only increases living standards, but also makes use of human resources in a modern economy. To achieve a better quality of life for everyone, it is necessary to shift the welfare culture towards one based on work and security, for those who can work and those who cannot. Additionally, people should have the necessary skills, motivation and opportunities to take advantage of their employment opportunities.

That's why we need to:

- Increase education standards to prepare young people for employment;
- Help unemployed people build employability skills so they can find work;
- Create an environment of lifelong learning that encourages flexibility and adaptability in the workforce;
- Make work pay and facilitate the transition back into work by reforming tax and benefit systems;
- Help parents work and balance work with family life, further education, and training more efficiently and confidently;
- Provide high quality, accessible and affordable childcare and early childhood education; and
- Help those on inactive benefits get back into the job market and into work through welfare to work.

Conclusion

From the various research papers studied Unemployment in India reflects a complex interplay of technological advancement, economic fluctuations, and education system shortcomings. But initiatives have been taken from government in providing opportunities for Employment through Sustainable Development Goals by Green Job Programmes and Policies.

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