

# **Problem of Educated Women Unemployment in Kerala:- with Special Reference to Kollam District**

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**Harsha V K and Dr. N. Ajith Kumar**

MPhil Economics, Sacred Heart's Autonomous College Thevara, Kerala, India

**Abstract:** Educated unemployment refers to the Joblessness or not having a job based on the education. Educated unemployment is a very crucial situation in Kerala because many of the educated people are not getting the job as per their eligibility. Feminization of joblessness is evident with female accounting for much higher rate of joblessness as compared to male. The present study has been undertaken to know evaluate specifically problem of educated unemployment among women in Kerala, a flow perspective on educational unemployment market among women in Kerala, examine educated unemployment among women in Kollam district, analyze the impact of educated unemployment among women in Kollam district and draw out appropriate Strategies for solving the educated unemployment among women.

**Keywords:** Educated Women Unemployment market, PFC model problem, the EHI model problem, PES model problems, Three Sector educated unemployment problem, Government decision making problems

## **INTRODUCTION**

In terms of Human Development Index, Kerala's index is 0.712 in 2015 which shows its high performance among Indian states<sup>1</sup>. High per capita Gross domestic product indicates that educated unemployment is an issue in the state. Kerala is a consumer state indicated by the major share imports being food and luxuries. Kerala has best educational facilities for higher education for women. The state employment exchanges have registered 36.85 lakh job seekers<sup>2</sup>. The technically qualified people are migrating from Kerala to other places in search of suitable opportunities.

## **STATEMENT OF THE PROBLEM**

The Kerala economic review report has examined that the unemployment rate is higher in the rural area as compared to urban area (NSS 68th round). The NSS 68th round has found that among rural unemployed persons above age eighteen, 29.1 percent of female 13 percent of males<sup>3</sup>. The NSS 68th round has found that among urban unemployed person above age eighteen, 22 percent of female 8.9 percent of males<sup>5</sup>. Women job seekers of the state are increasing which is 60 persons out of hundred. The total number of job seekers in Thiruvananthapuram district is 5.19 lakh, of which 3.11 lakh are women and 2.07 lakh men<sup>5</sup>. The second largest district with the highest number of job seekers is Kollam district, with 4.16 lakh persons<sup>5</sup>. The lowest number of job seekers registered is in Wayanad district with 96262 persons<sup>5</sup>.

The main cause of this large scale unemployment among the educated Youth in Kerala is our defective system of education<sup>4</sup>.

## **RESEARCH QUESTION**

- 1) What is the problem of unemployment among educated women in Kerala?
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- 2) What is the profile of the educated unemployed women of Kollam district?
- 3) What is the impact of educated unemployment among women in Kollam?
- 4) What are the appropriate strategies for solving the problem unemployment among educated women in Kollam district?

### **OBJECTIVES**

- 1) To evaluate specifically problem of educated unemployment among women in Kerala.
- 2) To examine educated unemployment among women in Kollam district.
- 3) To analyze the impact of educated unemployment among women in Kollam district.
- 4) To draw out appropriate Strategies for solving problem of the educated unemployment among women.

### **METHODOLOGY OF THE STUDY**

Research methodology is indicative of the analysis made to solve the research problem in a systematic manner.

#### **Research design**

The descriptive and exploratory design methods are used in this study. The descriptive research design is involving primary and secondary data in this study. The exploratory research design is involving three stages. Firstly, to identify the research problem using the secondary source of information. Secondly, the subject area is related to the educated unemployment among women. Thirdly, to identify current situation and observations involved in this study.

#### **Sample design**

##### *Sampling technique*

The multi-stage random sampling technique is using in this study such as first stage- the district is selected, second stage- areas are selected, third stage women respondents are selected.

##### *Sampling unit*

Educated unemployment among women is considered as the sampling unit. Kollam district is in second position among the job seekers in Kerala. The total job seeker of educated unemployment among women is 250135.

##### *Sample size*

The selected women job seekers of 38824 in rural area highly compared to the selected women job seekers of 27792 in urban areas based on educated unemployment among women. The sample size is 215, where 155 each samples are taken from rural area in Karunagappally and urban area in Kollam.

#### **Sources of data**

The study proposed to utilize primary data and secondary data. The primary data are collected from mixed questionnaire with the help of multi-random sampling are taken from rural area in Karunagappally and urban area in Kollam. The secondary data are collected from various publications such as a Kerala economic review report: Government of Kerala Department of Economics and Statistics: National Employment Service, Government of Kerala: Employability center in

Kerala: The working paper of “Unemployment in Kerala: An Analysis of Economic Causes” by B.A. Prakash: Centre for Development Studies in July 1989: The PhD Thesis by M J Alphonsa “Educated Unemployment in Kerala” Cochin University Science and Technology in 1994: District level skill gap study for Kerala report: Gender Budget report: Open government data platform India and Startup Mission in Kerala etc.

### **Data analysis**

The data was analysed using appropriate tools of analysis based on survey. Linear regression model test, ANOVA-regression model, coefficient of regression analysis and percentages are used. Tables and flow charts are used to interpret data effectively.

## **RELEVANCE OF THE STUDY**

Kerala today faces severe problem of educated unemployment due to the phenomenal increase in educational opportunities for women. It is essential that a detailed study would bring out the extent of women’s participation in important sectors. The government of Kerala has been spending the large amount of money for women’s education at the same time it has not created an adequate number of job opportunities. The relevance of the study is highlighted by the fact of how government will be spending money for education. The government should also create sufficient job opportunities.

## **PROBLEM OF EDUCATED UNEMPLOYMENT AMONG WOMEN IN KERALA**

### **Women, gender gap**

Gender gap defined that difference between female and male<sup>5</sup>. Women, gender gap means educated unemployment among women more than men in Kerala. According to 2019 gender statistics, the women, gender gap of 14.1 percent greater than men gender gap of 2.9 percent in Kerala<sup>6</sup>.

### **PFC model problem in Kerala**

The PFC model problem has expanded that Psychological-Family-Cultural model problem among women in Kerala.

### ***Psychological problems***

Women cannot understand in their own capabilities.

A good job=suitable salary+Better working atmosphere+A preference job+suitable qualification for a job+Nearest place on the job.

### ***Family problem***

After 1991, women must do job for maintaining in the family status. The Woman’s family cannot interest in risk based job on the atmosphere. For example, a shortage of new women has startup based on educational level in Kerala. Women’s job cannot support in their own family. The main reasons such as gender inequality, baby care, parent sick, first place of job, avoid risk job and avoid job in higher income family.

### ***Cultural problem***

The traditional pattern is followed at all families, especially educated women. The elder people have compelled by custom and value for the educated women. The cultural pattern has encouraged some factors such as

Women cultural pattern = Home maker + professional job status

### **EHI model problem in Kerala**

The EHI model problem has enlarged that Educational-Health-infrastructure model problem among women in Kerala.

#### ***Educational problems***

Women's education has higher priority in general education, job oriented vocational courses, professional and technical education in Kerala. This type of primary investment deals with educational development has resulted in the large educated unemployment among women in Kerala.

#### ***Health problem***

Kerala's women's health per capita consumption is one of the highest in India. Women health problem involved that stress, depression, blood pressure (BP) and diabetes. Symptoms of stress indicated that low energy, headaches, colds, infections, chest pain and rapid heartbeat etc.

#### ***Infrastructural problem***

Infrastructural indicators that road, railway, waterway and airline in Kerala. Now a days, Kerala has a narrow road situation, then the accident will be increase above the national average. Kerala Infrastructural Investment Fund Board (KIIFB) demands more investment in infrastructural sectors, but contractors are maintaining road work in the time lag in Kerala.

No four way highway road → Huge time travel in road → Time lag in infrastructural

Project → High population density → High urbanization → Low development in large scale industries → Reduce women's job opportunities

The Railway development project has a huge time lag in Kerala. This is negatively affecting women security and new job opportunities among women in Kerala. Water highway has essential in the Kerala infrastructural development because reduce rush in the roadway.

### **PES model problem in Kerala**

The PES model problem has expanded that political-economic-social model problem among women in Kerala.

#### ***Political problem***

Kerala politics is a male dominated because there is only one woman minister, eight women MLAs and one woman MP, but 50 percentage reservation for women in local bodies. At election time, political parties were discussing educated unemployment among women in Kerala. All political parties cannot decide to do about improving the educated women in job opportunity, but uneducated women's mostly participate in the 'Kudumbasree' in Kerala.

#### ***Economic problem***

The women have positive for job participation in the poor family, but the women have negative engage job participation in the rich family. Women work participation has low level in Kerala then, negative affect that rapid increase in the Gross Domestic Product (GDP) percentage and per capita income. In Kerala, Organized sector has limited opportunity then, women look for job in informal sector but low wage and low benefits. For example:- Women doctors have mostly high educated unemployment, because the private sector hospital gave that low salary and high work hours such as 20 hours daily.

#### ***Social problem***

The social problem involved that the PFC model problem, the EHI model problem and PES model problems

### **Three Sector educated unemployment problem among women in Kerala**

#### ***Primary Sector educated unemployment problem among women in Kerala***

Primary Sector educated unemployment problem involved that lack of the wage rate, shortage of capital, exploitation of natural resources ,agricultural product has price fluctuations ,lack of professional skill for rural agricultural management,lack of interlink between professional skill and research development organization among national and international level, lack of Agri-business

#### ***Secondary Sector educated unemployment problem among women in Kerala***

Secondary Sector educated unemployment problem involved that low industrial progress, the industrial self-sufficiency is a dream, increase in import, industrial pollution, the excessive use of the natural resources, the industries can never build in the sustainable development The education has not related in industrial development among women in Kerala.

#### ***Territory Sector educated unemployment problem among women in Kerala***

Territory Sector educated unemployment problem involved that the mismatch between higher education and actual job, The institutional facilities have backward trend of the public institutions in Kerala. Innovative job structure has not applied in the public sector in Kerala.

### **Government decision making problems among women**

Government decision making problem is involving that Additional skill acquisition programme problems, Start-up problems, Make in India problems and Problems of the Indian Institute of infrastructure and construction.

#### ***Additional skill acquisition programme problems***

Additional skill acquisition programme problems involve that unawareness of the courses among women in Kerala. It is not providing 100% job placement. It is not all field related courses in ASAP. The ASAP courses are not linked to the start-up programme.

#### ***Start-up problems***

The problems of a Start-up are, the government agency does not have the backing to form a business partnership, high risk, no communication skill, insecurity sector job, unaware of technical skill, Not a good project, group business cannot interest, inadequacy of investment, lack of family support, participation of art/ science/commerce/social science qualification is low, women's participation is low and lack of awareness about start-up among students.

The reasons of start-up is not successful business mayopia, failure of the market target, there is no book keeper or accountant, failure in the pricing strategy and failure of the sales market head.

The reasons of educated women start-up are families place marriage above important in the employment of women, after marriage, you should only get your husband's permission and make the decision to start-up, families decide that start-up is not the job for the modern and traditional status of women and it does not provide any awareness of start-up at the academic level.

#### ***'Make in India' problems***

The reasons for delay in implementation of 'Make in India' are not active land bank corporation, POSCO investment, week manufacturing plan, failure in manufacturing performance, failure in manufacture transform, risk mind set in manufacture and there is not special schemes for women.

The disadvantages of the 'Make in India' are loss of small enterprises, disruption of land, It is relating to manufacture base only, interest in international brands, depletion of natural resource and negligence of agriculture and pollution.

The drawbacks of 'Make in India' includes like all industries aren't covering in the manufacture sector, there is no consolidation strategy in the sales and market segment, there is no consolidation strategy in the sales and market segment in Make in India product, women participation in low and participation of students in arts/science/commerce/social science is low.

### ***Indian Institute of Infrastructure & Construction problems***

The problems of the Indian Institute of Infrastructure & Construction includes the following women have low participation, the courses do not have 100% placement, lack of the branches, shortage of courses required for arts/science / commerce/ social science courses, huge fee range, unawareness of the Indian Institute of Infrastructure and Construction courses among students and job seekers.

### **Return migrants problem among women in Kerala**

The problem of Kerala educated unemployment led to increasing out migration or abroad migration among educated women. Now a days, some educated people are returning to the Kerala. The Kerala government has a huge burden of the return educated migrates among women.

### **Employment exchange problems and employability center problems among women**

According to the Nobel Prize winner Peter Diamond opinioned that the relevance of employment exchange are giving up on employment. The employment exchange cannot provide information about all jobs for educated unemployment among women in Kerala. At the same time the labour market institution did not training. All registered job seekers, but some women job seekers were training for skill in Kerala. All vacancy cannot report at employment exchange in Kerala. But some vacancies were in reporting only employment exchanges. For example, the temporary jobs were applying for six months at any job related to government or quasi government sector in Kerala.

The problems affect in the Employment exchange includes, they can't provide information of the all jobs, they can't provide 100% job offer, they can't links to the 'Make in India' and start-up project and some women job seekers are skill and trained but women are not placement for job.

The problems affect in the employability center includes they won't give 100% placement for job, they were giving the skill and training, to unemployed women, They can't link to the Make in India and start-up project.

### **Women job seeker's problems with job searching**

The women job seeker's problem with job searching includes that conflicting information about education to job, candidates given aptitude tests lead to huge time lag, you need to work but risk for better opportunity of the companies, write a good resume are so very technical, number of companies were providing feedback then, female candidate lead to rejection, best candidate are not rare and interview process is not taking because of the fear to the questions and answers<sup>7</sup>.

## **FINDINGS OF THE STUDY**

The theoretical and empirical analysis of the data has resulting in the following major findings.

### ***Social problems of the respondent***

It was found that the rural area in Karunagappally contains more 50.23 percent belong to the category of PES model problem than the urban area in Kollam 46.45 percent belong to the category of PES model problem. The second and third

position respondents are including in the category of EHI model problem and PFC model problem. PES model problem was enlarged that political-economic-social model problems. The social problem involved that the PFC model problem, the EHI model problem and PES model problems. The PFC model problems are reducing main reasons such as a Kerala model of development and decentralization.

### ***Three Sector educated unemployment problem among women***

It was found that the rural area in Karunagappally contains more 43.72 percent belong to the category of secondary sector problem than the urban area in Kollam 40 percent belong to the category of secondary sector problem. The second and third position respondents are including in the category of primary sector problems and territory sector problems. These problems are negatively influence in the educational unemployment women in Kollam district.

### ***Government decision making problems among Women***

It was found that the rural area in Karunagappally contains more 37.21 percent belong to the category of start-up problems than the urban area in Kollam 36.77 percent belong to the category of start-up problems. The second ,third and fourth position respondents are including in the category of Make in India problems, problems of the Additional skill enhance programme and problems of the Indian institute of infrastructure and construction.

### ***Other problems among women***

It was found that the rural area in Karunagappally contains more 32.56 percent belong to the category of women job seeker's problems with job searching than the urban area in Kollam 32.26 percent belong to the category of Women job seeker's problems with job searching. The second ,third and fourth position respondents are including in the category of employment exchange problems, Employability center problems and Return migrators problem.

### ***Impact of educated unemployment among women***

The total problems have negative impact on the income source and professional status in the educated unemployment among women. The main factors are the impact of the types of unemployment and the educational qualification.

## **RECOMMENDATIONS**

The solution of the PFC model problems are motivational seminar among family. The solution of the EHI model problems are introduce in the part time job with education and job opportunities link with education. The quality education will be improving in the field of infrastructural facility, educational skill development among women, educational expenditure, suitable mechanism, update curriculum, provide in good internship, reduce in the time lag between education and job, provide in campus placement in all colleges, mental health education for women and entrepreneur's mind among girls. The health will be improving medical care among women. The infrastructural facilities will be improving road, railway, waterway and airline in Kerala. The solution of the PES model problems will be introducing in the new organization of the educated unemployed among women. The economic status will be encouraged in start-up with education.

The solution of the secondary sector problem are improving increase in industrial opportunities, industrial innovation link with education among women and new build in the sustainable industry. The solution of the primary sector problem are improving wage rate among women, encourage in start-up among women and develop in agri-business. The solution of the territory sector problems are improving increase in job opportunities and infrastructural facilities. Private sector will be improving wage rate in the employment among educated women in Kerala

The solution of the Additional skill acquisition programme problems are improving 100% job placement, ASAP courses link with start-up. The solution of the start-up problems are improving family support, technical skill and participation of art /science /commerce/social science qualification. The solution of the 'Make in India' problems are

improving consolidation strategy in the sales and market segment, active land bank corporation, interest in international brands, manufacture transform, avoid risk mind set in manufacture and it is develop special scheme for women. The solution of the Indian institute of infrastructure and construction problems are improving 100% placement and introduce new courses required for arts/science / commerce/ social science courses.

The solution of the women job seeker's problem with job searching includes that improve information about education to job and candidates given aptitude tests lead to avoid time lag. The solution of the employment exchange problem will be providing 100% job placement, employment exchange registration link to the all educational institutions, links to the 'Make in India' and start-up project, all vacancy report at employment exchange in Kerala. The solution of the employability centre problem will be improving 100% placement for job,they can linked to the Make in India and start-up project. The solution of the return migrants problem are improving develop in the new package for return migrants among women.

The solution of the educated unemployment market among women are improving develop in the new separate package for "In women who have completed their education, unemployment" and "Unemployment among women while they are still studying" in Kerala.

## **IMPLEMENTATION**

The new strategy are developing solve in the problem of educated unemployment among women in Kerala.

Step 1:-The new "Development Team" will be creating a new project for problem of educated unemployment among women undertaking government of Kerala. This study should influence in the panchayath level, block level, district level, municipal level and corporation level.

Step 2:- The "Employment exchange" will be creating a group includes in ten members. All group members are filling five hundred questions based on, ability, qualification, skill, knowledge, satisfied job, idea of start-up, training, innovation, idea of Make in India etc. All groups are communicate in online with discuss new job opportunity and new project.

Step 3:- The new eco-friendly industrial project are develop for "Development Team". This study will be creating new job opportunity among women.

Step 4:- The new "Development Team" will be creating part time job among college students such as Arts/Science/ Commerce/Professional courses etc.

Step 5:- The new "Development Team" will be creating a special scheme for "In women who have completed their education, unemployment" and "Unemployment among women while they are still studying" in Kerala.

## **NOTES**

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