CHAPTER V
CONCLUSION

In the present chapter, an attempt has been made to summarize the findings of the present study. Firstly, it is appropriate to mention here what Anthony Giddens in his book ‘Sociology’ writes:

The experience of unemployment can be understood in terms of what holding a job provides. Six main characteristics of paid work are relevant here.

i. Money: A wage or salary is the main resource most people depend on to meet their needs. Without such an income, anxieties about coping with day today life tend to multiply.

ii. Activity level: Employment often provides a basis for the acquisition and exercise of skills and capacities. Even where work is routine, it offers a structured environment in which a person’s energies may be absorbed. Without employment, the opportunity exercise such skills and capacities may be reduced.

iii. Variety: Employment provides access to contexts to that contrast with domestic surroundings. In the working environment, even when the tasks are relatively dull, individuals may enjoy doing something different from home chores. Unemployment reduces this source of contrast with the domestic milieu.

iv. Temporal structure: For people in regular employment, the day is usually organised around the rhythm of work. While this may sometimes be oppressive, it provides a sense of direction in daily activities. Those who are out of work frequently find boredom a major problem and develop a sense of apathy about time.
v. Social contacts: The work environment often provides friendships and opportunities to participate in shared activities with others. Separated from the work setting, a person's circle of possible friends and acquaintance is likely to dwindle.

vi. Personal identity: Employment is usually valued for the sense of stable social identity it offers. For men in particular, self-esteem is often bound up with the economic contribution they make to the maintenance of the household (See: Giddens Anthony, Sociology, Cambridge: Polity Press, 1989: 505-506). However, more and more youth are deprived of the above mentioned opportunities.

The study in the first chapter, explains the conceptual definition of 'youth' and extensively analyses about youth. It also explain in detail the meaning of unemployment, types of unemployment and the various forms of unemployment which are peculiar in developing countries like India. The growth and expansion of modern education as well the traditional educational system of the early Manipuris is also briefly highlighted. It will be interesting to put here that, in 1897, there were just a middle English school and four primary schools, whereas at present there are more than four thousands educational institutions of varied types. Likewise, the enrollment of students in different levels of education keeps on increasing at fast pace. Besides, thousands of Manipuri students are studying in other parts of the country and abroad. The percentage of literacy in the beginning of the twentieth century (1901) was less than one per cent, has increased to 65 per cent (2001 census).
Along with the rapid expansion of education, educated unemployment has been fast spreading in the state. It is rampant in Manipur. There exist a wide gap between the expansion of employment opportunities and the number of people looking for work. This imbalance compels many educated to rendered jobless. Available data on unemployment shows that during 1957-58, there were just 1,522 jobseekers in the live register of Employment Exchanges in Manipur. The corresponding figure has increased to 6,540 in 1965-66; 1,15,546 in 1980-81; 1,83,485 in 1990-91 and 3,97,276 in 1999-2000. The growth rate from 1990-91 to 1999-2000 was around 11.1 per cent.

In order to bring out the problems and constraints face by the educated unemployed youth, a sample of 300 unemployed youth have been carefully selected from among the 2,459 educated unemployed youth, only graduates and postgraduates degree holders of the arts, science and commerce streams, who registered in the Employment Exchange, Lamphelpat, Imphal during the period 1995-1996, by systematic sampling technique. Then, personal interviews were undertaken with the help of a carefully framed questionnaire to get the desired information of the study. Besides, another 50 prominent personalities (academicians, administrators, journalists, and social workers) were also personally interviewed to ascertain their expectations towards the educated youth.

The fieldwork commenced from November 1998 to April 1999, that is, six months. My study widely use the data and related information provided by various agencies like the Directorate of Employment; Directorate of Economics & Statistics of the Government of Manipur; Employment Exchange, Lamphelpat, Imphal and
also publications of the Association of Indian Universities (AIU) New Delhi; University Grants Commission (UGC) New Delhi; Directorate General of Employment & Training (DGE&T) of the Ministry of labour, Government of India, New Delhi. Related books and journals both the national and international have been extensively consulted. This chapter briefly highlights some pioneering work done on youth unemployment. Unfortunately, I have not come any research material on youth unemployment to Manipur.

As a beginner in the field of social research, I came across many unknown experiences and difficulties mainly during the fieldwork. I must say the fieldwork was a very challenging experience. The prevailing volatile law and order has made the fieldwork quite disturbing. Naturally, some people also refused to cooperate. Nevertheless, I am satisfied with the response that I received mainly from the educated unemployed youth. However, I am sorry for non-availability of some important data in time especially on Manipur, which would have very much enriched the present work if used.

Chapter two of the present work presents the social background of the educated unemployed. Of the total 300 unemployed youth, 214 are males as against 86 females. One hundred and forty of them have the rural background and the rest i.e. one hundred and sixty have the urban background. All of them fall in the age group 20-35, out of which 56.3 per cent belongs to the age group of 23-28 years, and another group of 42.3 per cent is between 29-35 years.

Most of them are single or unmarried. Only seventeen of them are found married. Regarding their religious background, 88 per cent are Hindus followed by
those belonging to Christian religion (10\%) and only 2 per cent are Muslims. A little more than half of the educated are graduates and the rest (47.32\%) are postgraduates including MPhil and Ph.D. degree holders. Of the total 300 youth, 46.66 per cent has the arts background, another group of 43.66 per cent belongs to science and the remaining 9.66 per cent are from the commerce background. It is found that 19.66 per cent fathers as against 44 per cent mothers of the respondents’ are illiterate or don’t have formal education. They (the respondents) are mostly educated from the state government schools. An analysis of the results of their matriculation examination shows that those educated from the private or central government schools score more marks as compared to those who passed out from the state government aided/managed schools.

Salaried job is found to be the main occupation to 42 per cent families; next comes agriculture and subsequently business. In addition, the available data shows that those families with business as the main occupation have more income than the families with agriculture and salaried job as the main occupations. Sixty seven per cent of the respondents’ family has one or more permanently employed member(s). But, 33 per cent families doesn’t have even a single permanently employed person in the whole household. Regarding the size of the household, 44 per cent, the largest group and another 42 percent, the second largest group, families have 5-7 and 8-10 members respectively.

One very notable observation during the fieldwork is that a large number of the educated unemployed were reluctant to give in detail about their family income. This is mainly because of the prevailing volatile law and order situation in the state.
However, most of the educated unemployed considers their family economic conditions as "self sufficient" or "low".

*Chapter three* is dealt with the position of the educated unemployed youth in the family and community, the people expectations from them. The chapter also analyse the educated youth attitudes towards marriage and the problems relating to marriage. It is found that an overwhelming majority of the educated are economically dependent to their parents or guardians. Only 82 (27.33%) out of the 300 youth are self-dependent. However, their monthly income is insufficient to meet their daily expenses. They are mainly working part time, like teaching part time in schools/colleges including government colleges and other private establishments, where their income ranges from Rs. 500- Rs 1000. With these meager income they are economically handicapped.

It is also understand that vast majority of the unemployed youth feel hesitation to asked for money to their parents or guardians every now and then. Most of them say that as the time passes, they are more hesitated to take money, even from their parents. The economic hardships in their day today life affect them immensely. However, our study shows that a larger majority of the unemployed youth get their required money mainly from their parents. Failure to contribute economically for themselves and to their families really worried them. Majority of them think that they are liability to their parents.

A little more than half of the educated youth always interact with their family head, however, it is not so in the case of remaining others. Again, a little more than half of the unemployed youth are always consulted in matters pertaining to their
families, and there seems to be similarity of opinion with the family head. However, they have pity for not being able to contribute materially to their families.

Forty-two per cent educated are of the view that unemployed youth are not fairly treated by the people. Many of them experience that if the educated remain unemployed, the people respect and regard gradually goes down. If the educated remain unemployed, they have nothing to gain from the society, instead it will further degrade their images in the society/community. Majority of them perceives their status as low in the society. Most of them again think that people have less interest to listen to their opinion or comments whenever any discussion comes up.

A vast majority think that their position in the family too is low. In addition, they perceive that besides affecting economically and psychologically, the social status or reputations of their families are being affected in the surrounding locality, because of their unemployment. Unemployment therefore, undermines the family status and reputation in the neighborhood and community. On the other hand, it can create conflict among the family members thereby disturbing cordial relationships. It affects the standard of living too. Hence, unemployment disrupts the family relationship.

Fifty prominent personalities that includes academicians, administrators, journalists and social workers have been randomly selected and personally interviewed so as to understand their expectations towards the educated manipuri youth. Their expectations are summarized as follows:

i. They want the educated youth to opt for central government jobs rather than the state government jobs; and want them to be more mobile, instead of
confining within the state. This is because of the fact that the employment opportunities in the state are too limited.

ii. Expect the youth to work in agriculture and its allied activities.

iii. Expect them to take up self-employment ventures; and

iv. Greater participation in social development activities.

An unfortunate finding of the present study is that majority of the educated unemployed youth are not sure of fulfilling the expectations of their parents or guardians.

A good number of unemployed youth are found to have associated with various welfare and sports organizations. Besides, some of them even have linked with political parties and their associated organizations. As expected, most of their friends are unemployed. Almost half of the youth interact with their friends almost everyday.

It is also found that more male as against female unemployed are involved in roaming and gossiping in their day today life. In addition, a larger majority of the unemployed youth moderately listens to radio or watch TV. On the other hand, more than half of them rarely go for movies in cinema theatre. Newspaper is read by most of them. It may be mentioned that 42.05 per cent male as against 20.93 per cent female read regularly for competitive examinations and job advertisement.

It is also found that very few of them play games and sports. However, a good number of them participate/involve in social activities in their localities. As expected more female unemployed are involved in household work.
Forty per cent unemployed youth drink alcohol. Most of them are of the opinion that it is not related to their frustration due to prolonged unemployment.

Coming to marriage, majority of the educated youth believes in the essentiality of the institution of marriage. Interestingly, 72 per cent among them consider the age between 26-30 years as the right time for males to get married and in the case of females the same group is considered ideal by 51 per cent of the respondents. Generally, they prefer the females to marry at a younger age than males. Of the 300 educated unemployed, 17 are married. Most of educated youth are in high time to get married. Nevertheless, most of them couldn’t give their time for marriage. For many youth even though they are in their prime, prefer to marry after having a job, which means a regular income to support them. Failure to get jobs compelled many of them to delay their marriage. Mention may be here that, unemployed youth have a least chance of getting married at the right time as compared to the employed one.

An overwhelming majority of them prefer self-choice or love marriage with parents’ approval, whereas only 13.66 per cent of them prefer an arranged marriage. Quite interestingly, more female unemployed prefer to marry an employed one and those who belong to high economic background. Whereas, an almost equal number of male and female unemployed prefer physical beauty in the selection of their marriage partners. Many of them think that if they are employed, the chances of getting partner of their liking are very high. However, more male unemployed are concerned about their unemployment status as an important factor in the selection of right life partners than that of the female youth. Interestingly, 70 per cent are hopeful
of getting life partners of their choice. Family compulsion and love for each other are found to be the major factors that compelled some of them to get married despite of their unemployment. Unfortunately, almost all of them are still economically dependent to their parents.

Chapter four of the present work analyses the employment aspirations and expectations of the educated youth and examines their awareness of the various employment-related programmes like JRY, IRDP, EAS, TRYSEM, PMRY. The chapter on the other hand discusses in details the educated unemployed attitudes towards the functioning of vital societal agencies like educational system, bureaucracy, political parties, judiciary, police and other security forces including family and community. The social consequences of youth unemployment is also discussed in this chapter.

Regarding their employment aspirations and expectations, it is found that 38 per cent unemployed prefer administrative jobs, followed by teaching (37%), and 13.33 per cent among them will like to be in the police and other security forces. However, 6.33 per cent want to take up clerical jobs and the remaining 5.33 per cent of the youth are undecided on the type of future jobs. The aspirations of the educated jobseekers are reflected in their preference/desire for particular jobs. There are strong preferences for ready-made white-collar government jobs rather than self-employment among the educated unemployed. These jobs provide stability and security of tenure with assured levels of wages/salaries along with guaranteed retirement benefit. Jobs that does not guarantee such benefits and demands individual initiative and involved risks are least preferred by the educated
unemployed youth. Sell-employment is considered to be the last resort for them. They may go for this type of employment only when they have no hope of getting wage employment.

Majority of the unemployed youth have been waiting/looking for jobs for 3 years or more. It is evident that educated youth in the state have been increasingly experiencing long spell of unemployment. It is also found that a larger majority of educated youth had already applied for one or more jobs; and only 14 per cent of them had not applied as yet. There is a sense of futility waiting for jobs among them.

As cited before, most of the educated unemployed have less interest to take up self-employment ventures. The study explores that an overwhelming majority (80 per cent) of the educated prefer government jobs as against 12.66 per cent who prefer self-employment. Only 7.33 per cent want private sector jobs. In Manipur, the state government employment is considered as the most significant source of gainful employment. What is true to mention is that the present education is considered a mean of securing white-collar jobs. Generally, they want to enter this class somehow.

More than half (54 per cent) of the educated youth prefer state government employment as against another 41 per cent who prefer central government jobs. Majority of them also love to work within the state and their hunt for employment is confine mainly within Manipur. The available data also support that an overwhelming majority (82 per cent) of them have not been to other place(s) in search of jobs.
Repeated failure in their attempts to get job further frustrate them. A large number of the unemployed feel a strong sense of futility waiting for job. The situation compel many of them to think of accepting any kind of job whether big or small coming on their way. This is the manifestation of their gradually loosening of hope of getting employed.

Difficulties in getting jobs compels many educated to prolonged their studies. Our study also seen that 7 per cent educated unemployed are found pursuing some courses, though they have already completed their main studies. This is because of the fact that by joining a course of study, they can spend their time more meaningfully than sitting idle at home or going here and there. Interestingly, almost all of them prefer to be employed rather than pursuing these studies.

In order to check the rapid growth of unemployment over the years, the government of India from time to time implemented various employment-related programmes like Integrated Rural Development Programme (IRDP), Employment Assurance Scheme (EAS), Jawahar Rozgar Yojana (JRY), Prime Minister’s Rozgar Yojana (PMRY) etc. The study makes an effort to understand the effectiveness of these programmes among the educated youth. However, only 62 per cent of them are aware of such schemes. Unfortunately, none of them have been availing the facilities. These programmes fail to attract them, as they prefer ready-made white-collar jobs. Many of them would opt for such opportunities only when they fail to get their dream jobs. However, they complaint about the malpractices involved in the implementation of such schemes.
A good number of the educated (35 per cent) think that they will not get the real benefit of what they are supposed/expected to get as par their education, though 24.66 per cent are hopeful of achieving their dreams. However, another 40 per cent among them uncertain.

The general perception in Manipur is that the educational system has failed, as it is evident from the rampant educated unemployment. Added to this the political parties fail to provide political stability and the politicians are corrupt. Besides, the bureaucratic and the judicial machineries too fail to fulfil the people's expectations. In doing so, the security forces are condemned as well for various reasons. In such dismal atmosphere, the frustration among the growing educated youth increase manifold. Quite a large number of the educated in the study are not satisfied with the present educational system mainly for the large scale production of educated, who remains unutilized in the society. They are worried about the poor quality of education in the state. They also blame the bureaucrats of the state for their unsympathetic attitudes towards the plight of the educated. They consider the bureaucrats as inefficient, corrupt and dishonest. Like wise they are also not satisfied with the role and functioning of the political parties and politicians mainly for failure to provide political stability, encouraging corruption, big promises and power hunger. However, they have more satisfactory attitudes towards the judiciary as compared to bureaucracy and political parties. The security forces including the state police are strongly condemned by them mainly for misuse of power, indiscipline, disregard for the honour of womanhood and various human right violations.
As far as their attitude towards the family and their community is concerned, they have more satisfactory attitudes towards the family. They appreciate the supportive role extended to them by their respective families. In addition, they have satisfactory attitudes towards the roles that the family contributes in the social system. However, it is not so with the community. They perceive that their community has unsympathetic attitudes towards the educated unemployed. They also blame their community for the lack unity and selfishness. Many of them think that the educated unemployed youth are the reference point in the community in every discussion.

Finally, after doing intensive fieldwork and interacting with the milieu immediately effected by the problem of unemployment, I have a few suggestions to make to combat the fast growing menace of youth unemployment in Manipur:

1. The state must maintain a conducive social life by regulating law and order.

2. Development and expansion of infrastructure facilities like power, transport and communication, and irrigation for agriculture must be taken on war footing.

3. Introduction of electronics and information technology industry as a priority area for the future.

4. Modernization of agriculture and its allied activities must be immediately taken up.

5. Encouragement of small and cottage industries particularly handloom, handicraft and sericulture must be accorded top priority.
6. Development of requisite infrastructure for tourism industry be taken up.

7. Above all, the contents and quality of education must be re-oriented for producing self-supporting individuals and not the educated parasites.

To sum up, the Indian State of Manipur is predominantly an agrarian society. The industrial sector in this land-locked small state never emerged as a viable source of employment. Here, the various employment programmes too failed despite the tall claims of the government. State administration is the most significant source of gainful employment. To add further to the bleak situation, the rapid expansion of education coupled with slow economic development has created a situation, where the white-collar jobs in the government establishments are the most preferred employment. Moreover, the state government, the largest employer in Manipur, has failed to tackle the menace of unemployment because it lacks a concerted employment policy. Such a situation, where a large bulk of the educated, alert and potentially active youth are unemployed, will breed a politically explosive society in which violence, conflict and unrest will rule the roost.