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DESIRE TO WORKS, OBSTACLES, ROLES OF FAMILY AND CONSEQUENCES OF UNEMPLOYMENT: AN OVERVIEW OF WOKHA, NAGALAND, INDIA

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ABSTRACT

It is well known fact that unemployment has always been a major problem and is faced by every individual either for a short or a longer period of time. The affects of unemployment on educated youths could be more devastating considering the fact that educated youths are the future of any place / country or nation. Thus, unemployment among educated youths is of major concern, it may be impossible to eradicate unemployment completely but it can be reduced by creating more job opportunities. It is the responsibility of every educated citizen to contribute solutions to reduce unemployment by understanding its causes and effects. This paper focused on studying the desire to work, influencing factors, roles of family and consequences on educated unemployed youths. The study used data collected from Annual employment review published by state Information Market Unit, Directorate of Employment, Skill Development and Entrepreneurship. Primary data was collected directly from the 65 respondents selected randomly for the purpose of this study. The study concluded that majority of the respondents were young, highly educated and unemployed.

Keywords: Nagaland, consequences, status, factor, unemployment, town.

Introduction

Nagaland is one of those states where 89.10 per cent of its population is tribal. Nagaland has the highest unemployment rate among all Northeastern states (Singh, 2018). Nagaland has a high literacy rate of 80.11 per cent (as per 2018-19) and 74.04 per cent national average which means that Nagaland has by far more literate men and women than rest of India (Anon., 2020a). However, unemployment still remains a menacing problem. It has been rightly observed that “unemployment is a great evil, it is a poison, and it pollutes the society and wrecks the political fibre of a country. It creates devils, turns good man into bad and it changes an honest worker into a criminal. It encourages dishonesty, patronizes corruption, glorifies falsehood, points out dark side of human character and makes one blind to its good side (Anon, 2020b).

Nagaland is a state of weak industrial sector, bulk of educated population being dependent on the agriculture sector. Educational institutions in Nagaland continuously produces educate youths but employment opportunities are limited in supply to the demand of labor (Ayinde and Bonakele, 2016). There is a huge gap between supply of workers and the demand for their services. Thus open unemployment occurs because able and willing educated persons are in search of work, but there is no work for them and they remain unemployed (Amorin *et al.*, 2019).

The most frequent measure of unemployment is the *unemployment rate*; the number of unemployed people

divided by the number of people in labor force, according to Daniel and Biola, 2019. India's unemployment rate doubled in the past two years. The unemployment rate has gone up from four percent to 7.60 in the last two years from May 2017 to April 2019 (Ongbali *et al.*, 2019). The unemployment rate in April 2019 was the highest in the last two years (Christiaensen, 2017). The youths constituting of around 40.00 per cent of India's labour force have an employment rate of 32.00 per cent (Sumanto *et al.*, 2019). The unemployment rate among the educated is even worse. The rate among people with at least graduate degree was 13.17 per cent in September-December 2018, up from 10.39 per cent in May to August 2017 (Gross *et al.*, 2020).

According to the National Sample Survey Office's (NSSO) job survey for 2017-18, the annual report (July 2017 to June 2018) of the Periodic Labour Force Survey (PLFS) pegs the all India unemployment rate at 6.10 per cent in the given year (Rozer *et al.*, 2020). Unemployment rate was higher in the urban areas as compared to the rural (Gakikie *et al.*, 2019). For the rural areas the unemployment rate was 5.30 per cent, while in urban areas it was 7.80 per cent (Kaviarasu and Ruban, 2019).

Materials and Methods

Nagaland became a full-fledged state on first December 1963 under the state of Nagaland Act, 1962 as the 16th state of Indian union comprising the erstwhile territory known as “Naga Hills Tuensang Area”. The entire administrative area was then divided into three districts - Kohima, Mokokchung

and Tuensang. Wokha was created later in the period 1971-81 by the state government. At present Nagaland have 11 districts Anon. (2019).

The literal meaning of Wokha means “counting the number of people”. The English meaning of “wo or owe” means the number of people and “kha” meaning counting. Thus the name Wokha with its meaning “counting the number of people”. The district is inhabited by the Lotha tribe and Lotha dialect is the most widely used dialect, while Nagamese and English are also spoken. The lothas are also known for their colourful dance forms, folk songs and festivals. “Tokhu Emong” is the festival of the Lothas and is celebrated every year on 7th November. Wokha is located at 26.1° N 94.27°E at an average elevation of 1,313 meters. Wokha has a warm temperate climate where the summer temperature ranges from 16.1 to 32 °C and winter temperature reaches a minimum of 2°C (Yanthan and Sharma, 2020).

Table 1 : Distribution of selected colonies

Sl. No.	Name of the selected colony	Number of respondents
1.	Upper mount tiyi	5
2.	Lower N.S.T colony	5
3.	Etsuchukha colony	5
4.	Orchid colony	5
5.	Lower C.M.H.S colony	5
6.	Blue Hill colony	5
7.	Airfield colony	5
8.	Lower Mount Tiyi colony	5
9.	P.W.D colony	5
10.	Zuvotong colony	5
11.	High school colony	5
12.	Midland	5
13.	Forest colony	5
	Total	65

Wokha which is the district headquarter falls under Wokha sadar administrative circle and has 153 villages viz; 151 inhabited and 2 uninhabited villages (as per 2018 census). The study will be conducted in Wokha district of Nagaland state. Although there has been unemployment problem in the district, there is lack of academic research for the same and as a result there is lack of knowledge on why the problem still prevails and how it can be reduced. Wokha district is divided into five rural development blocks namely Bhandari, Sanis, Wozhuro-ralan, Wokha and Chukitong. Out of these, wokha block was selected for the study purposively due to large number of unemployed. Wokha block is divided into two administrative circles namely Wokha sadar and Ralan. Wokha sadar was selected purposively due to easy accessibility and more reliable respondents. Wokha sadar consists of 1 town and 20 villages. Out of these one town (wokha town) was selected purposively for the study due to easy accessibility and large number of population.

Wokha town is divided into twenty five colonies viz; Tourist Colony, Lower Mount Tiyi Colony, Upper Mount Tiyi Colony, Lower N.S.T Colony, Upper N.S.T Colony, midland colony, suren colony, likya colony, new colony, hayichan colony, PWD Colony, Zuvotong colony, high school colony, Niropen Colony, Saron Colony, Vungoju colony, Lower C.M.H.S Colony, Airfield Colony, Molonsü

Colony, Etsuchukha colony, blue hill colony, GA Colony, Rachan Colony, Forest Colony and Tuchiyiro Colony. Out of these 25 colonies, 13 colonies will be selected purposively due to less time consumption and financial constraint. Selection of respondents: from the thirteen colonies a total of 80 respondents will be selected randomly for the study; 5 respondents from each colonies randomly selected from each colony making a total of 65 respondents (Yanthan, 2020).

In the first stage the total population of individuals above 18 years of age in Wokha district is the sampling frame. Then the entire district was divided into different blocks which were further categorized into different administrative circles and further into towns and villages. The primary sampling units was the blocks under the district and the final samples were selected purposively using random sampling (equal number of respondents was selected from each colonies). Data was collected from primary sources as well as secondary sources. Primary data was collected personally from the selected respondents through structured schedules and questionnaires especially designed for this study. Secondary data was collected from various publications, journals, articles, handbooks, annual reports, annual employment reviews by Government of Nagaland, directorate of employment, skill development and entrepreneurship, etc. These data were collected to know the current number of establishments and the number of employment it provides.

Result and Discussions

Table 2 reveals that 80.00 per cent with a mean of 0.80 were in search of work or were trying to establish their own business while 20.00 per cent with an average of 0.20 per cent did not look for work. “*Unemployed, not willing to work and is not actively looking for a job*”: the table revealed that 10.78 per cent were unemployed, not willing to work and did not actively looked for jobs. The factors of unemployment in Wokha town according to the respondents, out of the 65 respondents, 80.00 per cent with an average of 0.80 agreed that they are looking for work/trying to establish their own work while the remaining 20.00 per cent with an average of 0.20 disagreed. However, when asked if they actually wanted to work during the past weeks, 89.00 per cent with an average of 0.89 agreed that they wanted to work and 11.00 per cent with an average of 0.11 disagreed. Out of the 20.00 per cent who said they are not looking for work when asked why, had various reasons. 15.385 per cent with an average of 0.154 said that they had already made arrangements for self-employment to start later, another 15.385 per cent with an average of 0.154 claimed to be awaiting to be called back to former job, 38.46 per cent with an average of 0.385 claimed to believe that there is no suitable work available for them, another 15.358 per cent with an average of 0.154 agreed on lack of employers’ requirement, and yet another 15.385 per cent with an average of 0.154 revealed they do not know how or where to seek work.

Table 3 reveals that although the people want to work and are in need of a job, they often give up searching for one because of the above mentioned factors. After failing to get a well paid job, they are now going for self-employment, which has been so far not a very successful alternative in a small place like Wokha town. This is because self-employment could be the last option that could earn them

something instead of doing nothing at all. There was little number of people who wouldn't leave their current job because of the sad truth that they wouldn't easily get another, especially when the standards of qualifications and requirements for a job are lifted. Some believe no suitable job for them existed. This could be mainly because of the mismatch between educations/ trainings received and job requirement or there could be an age issue since the companies/firms nowadays prefer younger ones with more experience. While there are some who do not know how and where to find work. This could be because the vacancies are not notified properly through the correct channel.

Table 4 reveals the main obstacles faced by the respondents in finding a job. Analysis of the table shows that 18.10 per cent with an average of 0.181 revealed that unsuitable education is responsible for unemployment in Wokha town; lack of well-trained or educated youth affects the job opportunities. 2.80 per cent with an average of 0.28 of the respondents were of the opinion that there are no suitable opportunities available / given to them. The table shows that 36.10 per cent with an average of 0.361 of the respondents agreed to mismatch between education requirement and that received as one of the causes of unemployment among the youths, hence the field in which they can apply for a job becomes very limited with more number of applicants, while 29.20 per cent with an average of 0.292 of the respondents agreed that there are not enough job opportunities available in Wokha town where there are no industries, factories or firms, other private companies or big establishments to employ the people, and there is high competition for the available ones. 6.90 per cent with an average of 0.69 of the respondents reveals to believe that there are no suitable work available for them. Another 2.80 per cent with an average of 0.28 of the respondents revealed that they do not know how or where to seek work. And the remaining 4.10 per cent with an average of 0.41 agreed on other factors as the causes of unemployment.

Table 5 reveals how the opinion of the family members, especially parents affects unemployment. 56.90 per cent with an average of 0.69 of the respondents revealed that their parents did not encourage them to work in private companies. In most cases, this is because private companies do not offer any kind of security, and the salary is lesser when compared

with government services. Private companies only serves them a temporary position and they are always in the tension of being kicked out from the job anytime or the company being unsuccessful or taken down. This is the biggest source of insecurity among the parents and the youths. However, 26.20 per cent with an average of 0.262 disagreed that their parents does not encourage them to work in private companies. Nowadays, especially in a place like Wokha with very low development and no industries, it has become more difficult to get job opportunities in any firm, be it private or public. Thus keeping the struggles in mind and how long period of unemployment can be discouraging to the youths, (reference in support) eventually resulting in giving up to find a job, parents nowadays support their children to work in private companies as well, while some parents genuinely support their children in following their area of interest. 10.80 with an average of 0.108 revealed that they can't say about their parent's opinion on working in private companies. To some, opinions of the parents don't matter as much as their interest and thus they tend to seek less opinion from their parents.

Again, 50.80 per cent with an average of 0.508 of the respondents revealed that their parents do not support them to start their own business because of the risk associated with it. A good number of 43.10 per cent with an average of 0.431 disagreed that their parents do not support them to start their own business. The remaining 6.10 per cent with an average of 0.61 couldn't say if their parents supported them to start their own business. This could be because the respondents themselves had never thought of starting their own business. It is seen that many parents supported their children to start their own business the maximum number of parents did not supported them thereby leaving the respondents unemployed as they could not get a job in public sector. When asked if their parents supported them to work outside Nagaland, 61.50 per cent with an average of 0.615 revealed that their parents did not supported them while 27.70 per cent with an average of 0.277 revealed that their parents supported them and the remaining 10.38 with an average of 0.108 couldn't say. It is seen that maximum number of respondent's parents did not allow them to work outside Nagaland as it is considered unsafe outside Nagaland especially for women.

Table 2 : Factors responsible for unemployment in Wokha town

Question	Response	Frequency	Mean	Percentage
Are you looking for work or trying to establish your own work?	a. Yes	52	0.80	80.00
	b. No	13	0.20	20.00
	Total	65	-	100.00
Did you want to work during the past weeks?	a. Yes	58	0.89	89.00
	b. No	7	0.11	11.00
	Total	65	-	100.00
What is the main reason you did not seek work?	a. Already made arrangements for self-employment to start later.	2	0.154	15.385
	b. Awaiting recall to former job.	2	0.154	15.385
	c. Illness.	0	0.00	0.00
	d. Believe no suitable work available.	5	0.385	38.46
	e. Lack employers' requirement.	2	0.154	15.385
	f. Could not find suitable work.	0	0.00	0.00
	g. Do not know how or where to seek work.	2	0.154	15.385
Total		13	-	100.00

Table 3 : Unemployed youth's desire for work

SN	Question	Frequency		Mean		Percentage	
		Yes	No	Yes	No	Yes	No
1.	Are you looking for work or trying to establish your own business?	52	13	0.80	0.20	80	20
2.	During the last four weeks, have you taken any steps to find work or to establish your own business?	52	13	0.80	0.20	80	20
3.	Did you want to work during the past week?	58	7	0.892	0.107	89.23	10.78

Table 4 : Main obstacles in finding a job

S N	Factors	Frequency	Mean	Percentage
1.	a. Unsuitable education	13	0.181	18.10
2.	b. No suitable raining opportunities	2	0.028	2.80
3.	c. Mismatch between education requirement and that received	26	0.361	36.10
4.	d. No work experience	0	0.00	0.00
5.	e. Not enough jobs available	21	0.292	29.20
6.	f. Believe no suitable work available	5	0.069	6.90
7.	g. Do not know where or how to seek work	2	0.028	2.80
8.	h. Others	3	0.041	4.10
Total		65	-	100.00

(* 7 respondents opted for multiple reasons)

Table 5 : Role of family in unemployment

S N	Opinions of the parents	Frequency			Total	Mean			Percentage			Total	Remarks
		Yes	No	Can't Say		Yes	No	Can't Say	Yes	No	Can't Say		
1	My parents do not encourage me to work in private companies.	37	17	11	65	0.569	0.261	0.169	56.90	26.20	16.90	100	Agreed
2	My parents do not support me to start my own business because of the risk associated with it.	33	28	4	65	0.507	0.430	0.061	50.80	43.10	6.10	100	Agreed
3	My parents do not want me to work outside Nagaland.	40	18	7	65	0.615	0.277	0.108	61.50	27.70	10.80	100	Agreed

Conclusion

The victims of unemployment suffer as much as the person with a chronic disease. His life in all aspects is affected. He is affected socially, economically, psychologically and mentally which could even lead to death by committing suicide from the pressure arousing from various sources. The consequences of unemployment need to be taken more seriously by the individual, society and the government and the problems leading to unemployment must be tackled at the earliest. Much attention should also be given on the educated unemployed youths. In a generation of unlimited possibilities of good and bad and where youths are the driving force time has come to fear the unemployed youths just as much as one wishes to skip the unemployed part of his life.

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