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EDUCATED UNEMPLOYMENT'S RIPPLE EFFECT : AN ANALYSIS OF ITS CONTRIBUTION TO EDUCATED UNDEREMPLOYMENT IN INDIA WITH A FOCUS ON KERALA

Dr. Jyolsna S.*

ABSTRACT

Unemployment, widely acknowledged as a pervasive economic challenge, has recently been accompanied by the concerning rise of underemployment, particularly affecting the educated population. This study delves into the intricate dynamics between educational attainment and underemployment, thoroughly examining a potential causal factor for educated underemployment. By investigating the prevalence of unemployment and underemployment among the educated in both India at large and the specific context of Kerala, this research offers substantial empirical evidence. The findings and conclusions derived from this comprehensive analysis not only present pragmatic insights but also highlight noteworthy implications for policy and practice.

Keywords : Educated unemployment, Underemployment, Job seekers, Literacy Rate

1. Introduction

A nation's economic advancement is intricately linked to efficient workforce management. Optimal human resource utilization involves providing employment opportunities for job seekers, aligning jobs with individuals' skills and education, and ensuring occupational fulfilment. However, since the start of the century, global unemployment has ominously overshadowed progress. Unemployment is a grave economic concern, excluding those unable or unwilling to work due to physical or mental limitations. The proliferation of educational institutions globally has significantly increased educated individuals, raising alarms about the widening gap between their production and successful integration into meaningful employment. This challenge poses a serious threat to economic prosperity on a global scale.

Amidst persistent unemployment concerns, the focal point shifts to the rising issue of underemployment among educated youth, a critical concern for economies. Officially labelled as "employed" or "workers," many individuals face inconsistent work throughout their

tenure, and even those with continuous employment may only be engaged part-time. Some find roles that underutilize their abilities, leading to inadequate income. These factors collectively form the intricate phenomenon of underemployment, adding a distressing dimension to the nation's employment landscape.

Addressing why we prioritize educated underemployment over unemployment, despite the latter being the primary concern, can be elucidated with three key points. Firstly, despite the current elevated unemployment rate, an anticipated future decrease underscores the pressing need for strategic labour utilization. Secondly, the intricate relationship between unemployment and underemployment in a dynamic labour market highlights the importance of optimizing human resources for enhanced productivity, reduced production costs, increased wages, and elevated output. Effectively reducing underemployment can consequently contribute to decreased unemployment. Thirdly, from a practical standpoint, unemployment is deemed a more severe predicament, making limited employment preferable to no employment at all.

*Assistant Professor - Department of Economics, NSS College Pandalam, Pathanamthitta, Kerala