

AN EXPLORATORY STUDY OF GENDER UNEMPLOYMENT AMONG EDUCATED WOMEN IN INDIA

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ABSTRACT

Since time immemorial women are discriminated in practically all provinces of life. Access to and control of resources in education, healthcare and economic activities is always limited to women. This has not only created gender discrimination in the society but has also severely affected the individual and his fundamental rights. However, since independence, the government has made a sincere effort to plan specific policies and programs for women so that they have an equal opportunity to stand in a better social and economic position. And voice your opinion. In particular, when it comes to education, there are provisions to make education accessible to all. However, when an important outcome of education such as employment is analysed, it is seen that educated women are unemployed for various reasons. This not only hinders the overall development of the country's economic landscape but also affects the social and psychological aspects of educated women. This article will deliberately present the causes and consequences of unemployment among educated women in India.

Keywords: Gender Discrimination, Unemployment, Educated Women, Literacy Rates.

Introduction

Education is about increasing knowledge and skills as well as increasing productivity. Education also plays a significant role in the economy as it is believed to provide employment. The expected outcome is in terms of women's employment, accessibility, ownership, development and empowerment. This financial autonomy will create freedom in decision-making, which will be more autonomous. This changed situation will further strengthen the social and economic position of women in the family and society. India's literacy rate in 2011 was 74.04%. But there is a significant difference in the literacy rate of men and women. According to the 2011 census, the male literacy rate is 82.14% and the female literacy rate is 65.46%. It is about basic education and women's enrolment in higher education is a promising candidate for better employment opportunities in the near future. With 15.87 million boys and 12.69 million girls, the total enrolment in higher education is estimated at 28.56 million. Girls make up 44.4% of the total enrolment.

The overall Gross Enrolment Ratio (GER) in higher education in India is 20.4, which is calculated for the age group of 18-23 years. The GER for males is 21.6 and for females 18.9. However, students opting for higher education for women are reluctant to pursue higher education because it reflects the social and cultural stereotypes of education and career choices and individual preferences. His choices have had a profound effect on his future life and on his roles and career. The difference between masculine and feminine field of study is also the scope of different avenues of employment and wide income opportunities. It has to meet the demands of the market and society at large. Education, health and well-being, the humanities and the arts, and the social sciences, business and law are still dominated by women as they are seen as an extension of their significant role in household chores. The percentage of women enrolled in specialized undergraduate degree programs in 2012-2013 was 28.5% in Engineering / Technology, 40.2% in IT and Computer, 35.6% in Management and 32.0% in Law. However, given the fact that Indian women are getting equal opportunities in the field of education, leaving aside the question of access to education, there is a need to increase the chances of gainful employment. Yet studies and statistics show that not all educated people have jobs compared to the educated men in our society.

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According to the NSSO, the overall unemployment rate among women was higher than that of men in 2009-2012, and the number of working women fell from 18% to 16%. For women it was 7.2% while for men it was 4%. Employment opportunities may increase again when there are no jobs compared to men and women. 13.4% of Indian working women work for a fixed salary as compared to working men (aged 15-59). Preference for salaried employment, avoidance of self-employment in educated employers, misunderstanding of education system and gender discrimination in the labour market make men the only minor employees so men in a family with limited opportunities are the first to Choose The support of the society is the same. It does not happen to women because they have the right to work or not to work because they already have an acceptable role as a housekeeper. Education brings aspirations to both men and women. When this desire is not supported by the family, society and society for any reason, it can create a lot of current problems, incompetence and a sense of insecurity which leads to physical and mental distress. One of the reasons for equal employment opportunities for women is that Norway and Australia are at the top of the Gender Inequality Index with the highest prevalence of gender inequality. However, India is ranked 135th. In both the countries, the participation rate of women was 61.5% and 58.8% in 2012 while in India it is 28.8% as compared to 80.9% for men. In both countries, the provision of social assistance to women as an economic product is reflected in state-sponsored programs such as daily care, parental leave, full compensation, health care, unemployment compensation. This reflects adjustments in the private and public sectors to accommodate women's employment and family responsibilities. Gender equality is possible when power, opportunities, adjustment and housing, responsibilities are shared equally and the government acts as a support system through their welfare measures and between work and family life. Makes it easy to balance. Therefore, the promotion and implementation of full and equal employment for women should be part of the development only then can a country really develop.

Scenario of Feminisation Unemployment

Research shows that the more educated a woman, the more educated the gender pay gap and that the gender pay gap widens as women progress in their careers. The ideal setup of Indian society is generally not conducive to the idea that a household can run on women's income. Similarly, parents are reluctant to use their daughter's income and if they do anything, it Depends on her marriage and after that it is her husband. Decide how the money will be used and whether it works or not. Social traditions, principles, values and expectations affect a woman's lifestyle, behaviour and aspirations in her life and career. The choice of education is also affected by this setup. Vocational courses are expensive and are generally not supported because money can be set aside for the purpose of marriage. There was also a trend where women are opting for this course so that they can have a good position in the marriage market. It is up to the husband and his family to decide whether she will work or not. The privatization of education is further an economic loss for women in rural areas with limited economic status.

Therefore, at times they are forced to adopt limited educational options, even if they do not want to. The institution of marriage is a kind of social compulsion for both a man and a woman, but the difference is that the age for marriage is much earlier for a woman than for a man. As a result, women are at a disadvantage because they have less time to improve their careers, which is not the case with men. Similarly, the concept of baby sitter or nanny has so far been professionally developed in many states of India, leaving only one option, either the old family to accept responsibility for the working mother herself. Take a break from your job. Returning to the job after a break is not so smooth for the mother again, but in this transitional phase she has to go through many negotiations and compromises and strict time management. The management of women in the home often determines work performance in the workplace and the result of the naturally accepted domain of women providing primary care only and only as primary care for women is the result of women's natural care. As a result, men are the sole paymaster and men therefore reduce the value of women's productive performance in the paid workplace. In 2011-2012, women made up 24.8% of all rural workers, up from 31.8% in 1972-73. In rural areas, women are mostly self-employed and work as domestic helpers. It rarely provides asset ownership and even lowers earnings from other sources such as SHGs.

The workforce structure of women in agriculture has been adapted to the changing trends of agriculture. Hiring labours is shorter and more contractual, so rural women have less choice of employment. When the entire population is involved in the economic sector, the country develops rapidly. Statistics show that the number of highly educated women is increasing but the associated labour market for employing these educated women is missing. From 2004 to 2011, with the growth rate of the Indian economy, the participation rate of women in the labour force decreased by an average of 31% to 24%. Aside from the quality and availability of available employment opportunities, the difference is in the fact

that women are not working. Amartya Sen takes the concept of "Missing Women". Conservative patronage principles generally do not allow women to marry outside if they are unmarried and if married So it is in the full discretion of the husband and his family. Small business owners, whether through self-help groups or in urban areas with financial banking facilities, the result is not very good. Competing for a job in the city or abroad is a reflection of this mentality. Although access to education is not an issue in the urban sector, the struggle that women face for entry into the so-called masculine domain of employment opportunities as a result, they are forced to choose jobs that are less responsible and therefore have a lower pay structure. As a result, if they neglect family responsibilities or the husband's income. If there is a possibility of remorse, women are the first choice for women to quit their jobs. It is difficult to change according trends immediately, but it is possible to improve the structural quality due to the women's package. But in addition to the worries of low wages and inadequate wage laws for them, women are employed as beneficiaries on a scale that could change the economic face of the country. The working conditions in India are very regular and orderly. The women-dominated sector could be expanded. Women are equally good in the workplace and understanding the gender structure of society that prevents married or unmarried women from working effectively is a great way to improve women's working spirits.

Unemployment in Educated Youth

The great saint, *Swami Vivekananda* said, gives me 100 youth so that I would develop the country because he known youth as eternal soul holders that led nation toward bright future. They also have the potential to change the destiny of the country. In this way, education plays important role in developing their personality and abilities. Education is the main means of getting the desired job in the market. Has more opportunities and chances to get a job than unskilled educated people. There is a good example of this in India where one out of every three graduates are unemployed. It is not enough for a qualified job to graduate from a reputable or high-quality university with high marks but it is more important to have a good skilled, innovative and high achievement in education in order to get the desired job in the market. Unemployment is high among skilled educated youth, leading to social alienation and social unrest.

Unemployment as Social Problem in Present Situation

Unemployment is a social problem through which a person loses his sense of personality, identity, status and personal ability and is at greater risk of poverty, debt and ill health and daily stress and anxiety. This leads to social and economic isolation. The same thing is happening with the whole family because it leads to poverty. It completely destroys family life, breaks up family and escalates domestic violence. Unemployment creates another social and economic problem and makes young people inconclusive and frustrating. Having a job is not in anyone's hands because there is competition for jobs. These conditions led to unemployment and people began to choose criminal gangs to make money through shortcuts. This leads to criminal acts such as murder and robbery.

On the other hand, it increases stress, depression and anxiety because they do not enjoy the opportunities in life that most people enjoy. To get rid of this kind of anxiety, they take drugs and alcohol, through which they lose their money and have a bad effect on their health. When they don't have money, they work. Then, like stealing, the drug dealer goes from place to place and commits a crime for economic gain. These things are dangerous for the society because of the pride of a nation and because of the important resources that will change the destiny of the nation, the high degree of unemployment also has serious consequences for the national economic development. Unemployed youth are forced to commit other types of crime against the country's law for economic activities and various shortcuts to becoming rich, such as theft, drug supply and economic gain. Therefore, because of this they became involved in criminal activities that are harmful to society. Unemployment is directly related to the *psychological stress* of the person which increases the intensity and pressure, the feeling of empathy with the parents decreases and the whole life becomes narrow and it has serious consequences on health-related issues. To deal with the situation, the government has formulated various policies and schemes. But unfortunately, they are not fully implemented and adopted.

Conclusion

Unemployment raises questions about the various dimensions, current structures and policies related to women's social position as a market economy and economic productivity, and the development of appropriate skills that are relevant to the current market context. Which is reserved for women and gender neutrality as appropriate, planning for women's advancement is all part of the matrix of women's empowerment. Therefore, it is important to consider other important factors that affect women's decision

to work. Unemployment among educated women is a reflection of the instability between men and women workers. A country can develop when men and both women are getting equal and fair opportunities. The problem of unemployment among educated women not only affects the economic loss to the nation but also the psychological and social impact of the individual, family and society at large. Educational facilities are increasing, but in the current social situation, to what extent are the educated women able to use this education? Education will play a catalytic role in the development of women's economic potential, while the current unemployment reflects the structure of practical work, limited employment opportunities and the limited transformational role of education for women. This will help assess our education system, which is unable to provide employment opportunities to women who are already in the gendered web. At the same time, the scope of demand for such women-oriented jobs should be strengthened so that they have the potential to turn the face of the country's economy in a bright future.

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