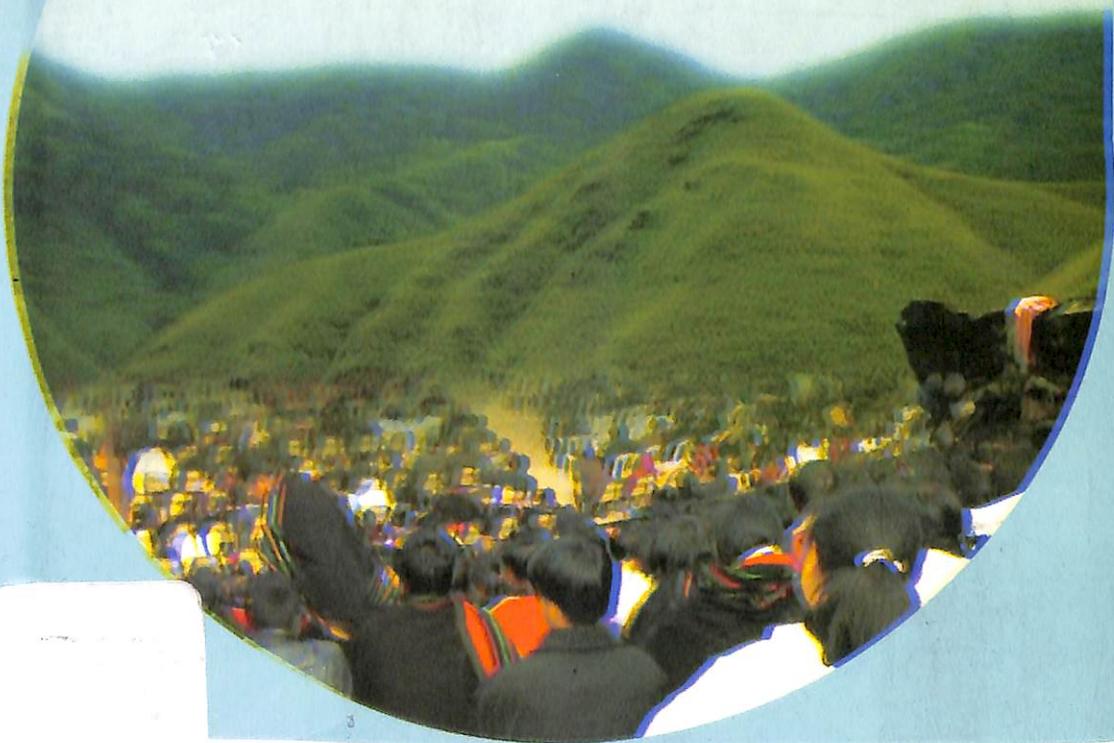


EDUCATED UNEMPLOYED YOUTH IN NAGALAND

A SOCIOLOGICAL STUDY



KEDILEZO KIKHI

**EDUCATED UNEMPLOYED
YOUTH IN NAGALAND:
A Sociological Study**



KEDILEZO KIKHI

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Foreword

The unabated rise of educated unemployed all over the country and more particularly in a small state like Nagaland is causing great concern for the planners and the public alike. Thousands of educated unemployed youth in the state are forced to confront with the harsh reality of unemployment against which they have no defenses. The problem of unemployment among the educated Naga youth is a serious problem which needs timely attention and solution.

The **Educated Unemployed in Nagaland: A Sociological Study** is a modified version of the doctoral thesis by Dr. Kedilezo Kikhi at the Department of sociology, NEHU, Shillong. Dr. Kedilezo Kikhi being a Naga Sociologist from Kohima has a first hand experience on the problems of the unemployed youth particularly at the Kohima town from which he hails.

In this book Dr. Kedi attempts to address some of the key questions pertaining to educated unemployed youth in Nagaland, such as: What is the magnitude and extent of educated unemployment? What are the aspirations and expectations of educated job seekers? What is the probability of an unemployed person to get a job in the state? Are the educated worried about getting a job? How do they view the job market? What is the frequency of job attempts? What are the various problems that beset the unemployed youth and the related social consequences? What is their attitude towards the government with regard to the method of selection to various jobs, the employment exchanges and the present educational system? What is the opinion of the educated youth towards various self-employment schemes?

(vi)

I am sure this volume will help the administrators and the planners in formulating policies to meet the challenge of unemployed youth in the state and also it will certainly provide some basic background material to the research scholars and I wish this finds a wider readership cutting across the policy makers, activists, Nagaland watchers as well as academia.

C JOSHUA THOMAS

Acting Director

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This volume is the revised version of the doctoral dissertation submitted to the Department of Sociology, North Eastern Hill University (NEHU), Shillong. The author has done his research work on *A Sociological Study of Educated Unemployed Youth of Kohima Town of Nagaland* under the supervision of Professor C. Nunthara.

I am deeply indebted to Professor C. Nunthara for the patience and the great pain he took in supervising and guiding me at every phase of my research work. He has been a source of knowledge, inspiration and encouragement to me throughout my research work.

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Kohima
May, 2006

KEDILEZO KIKHI

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1

Introduction

This chapter introduces the problem of the study, attempts to study unemployment and highlights the various kinds of unemployment. Educated unemployment has been discussed and the age bracket for the youth is focused. The universe of the study, the objectives and the methodology - sampling frame adopted has also been discussed in this chapter.

I. THE PROBLEM OF THE STUDY:

Nagaland is a state having a weak industrial sector and an underdeveloped agriculture, bulk of the educated population being dependent on the service-sector. We can see that the educational institutions in Nagaland are continuously producing educated youths but employment opportunities are limited in relation to supply of labour. There is no balance between the 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.

The problem is menacing because: i) These intelligent people, can become dangerously vocal and influential not to accept any unenviable position lying down and can give constant threat to the security and stability of the state. ii) It is a waste for educated people to remain idle for they constitute the best of our human resources, valuable human capital (Puttaswamaiah, 1977).

Atchly (1977) believes that the greatest tragedy for a woman is widowhood and for a man unemployment (joblessness).

A man has to perform many roles in his life, the most crucial of which is to be an earning member. It is crucial not because a man spends approximately one-third of his lifetime performing this role but because it determines both his livelihood and status. It also enables an individual to support his family and fulfill his social obligations to the society. It makes possible for him to achieve power too. If a person having capacity and potential to work, refuses to work or fails to obtain work, he not only loses respect or status in the society but also becomes an emotional and social liability. (Ahuja, 1997). 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, it turns good man into bad, and it changes an honest worker into a criminal. It encourages dishonesty, patronizes corruption, glorifies falsehood, points out the dark side of human character and makes one blind to its good side. It is difficult to expect truth; nobility and honesty from a person who cannot have two square meals a day, and cannot provide a morsel of food or a dose of medicine to his sick wife or ailing children. A half-clad and half-fed man is a diseased man and a diseased man infects the nation, the fire of hunger consumes all the noble virtues of a father, duties of a son or a husband." (Mamoria, 1954).

Even though considerable studies have been done on the Naga society, the problem of educated unemployment remains a neglected topic of study, though it is one of the first rate state problem. This study is an attempt to answer a number of sociological questions like - the socio-economic background of educated unemployed youth; their aspirations, preferences and expectations; the multi-social problems of unemployed youth; and its related social consequences.

II. A) UNEMPLOYMENT:

Many, especially by Economist and others from time to time, have defined the concept of unemployment. But, only a few of these academic definitions by social scientists are taken as a working definition for our study purpose. Unemployment is admittedly the most significant and perplexing of all labour problems, and today it has become a universal problem. The unemployment problem in

our country should be viewed not as a 'residual' problem to be tackled after the other problems have been solved, but as a 'primary' problem. Economists have explained unemployment in terms of lack of capital, lack of investment, and high production. Some believe that unemployment has its roots in the decline of the business cycle following a period of industrial prosperity. A few hold that dislocations in the industries and an inability to forecast the market have put a sizeable proportion of men out of work. Yet others are of the opinion that sudden economic deflation and impersonal forces of economic competition cause loss of work. Improvements in machine technology, over production, falsely stimulated speculation, social emphasis upon monetary success and the inevitable depressions - all these make for crippling disruption in the demand of labour.

Mali (1989) in his book "*Economic Problems and Planning in Assam*" states that rapid growth of population; slow industrial growth; traditional agricultural practice; poor growth of economy; increase in educational facilities; immobility of labour force; attitude of the people; are the main causes of unemployment.

According to *Raj Krishna*, there are four major criterias by which a person may be called unemployed (1973).

- i) The first is the *time criterion* - by which a person may be called unemployed or under-employed if he is gainfully occupied during the year for a number of hours or days less than some normal hours or days defined as full employment hours or days.
- ii) The second is the *income criterion* - according to which a person is considered to be unemployed if he earns an income per year less than some desirable minimum. This can be termed as the poverty criterion of unemployment because the person has secured some work but the income for the work is less than the acceptable minimum.
- iii) The third criterion is the *willingness criterion*. A person may be called under-employed if he is willing to do more than he is doing at present. Such a person may either be actively searching for more work or be available for more if it is referred to him on terms to which he is accustomed.

4 *Educated Unemployed Youth in Nagaland*

A person may find that the income from the work that he is currently doing is less than what he considers to be an adequate minimum income and, therefore, he may be actively searching for more work.

- iv) The fourth criterion is the *productivity criterion*. According to this criterion, a person may be called unemployed or under-employed if he is removable from his present employment and this factor would not reduce the total output. This is the case of 'disguised unemployment'.

The *National Sample Survey Organisation* has classified employed and unemployed persons with the following approaches:

- i) *Usual status approach*: According to this approach, a person engaged in gainful work for more than half the days in a reference year is a 'usual principal status' worker and which is likely to continue in the future. A person who pursues some gainful work for less than half of the 365 days is a 'usual subsidiary status' worker. Persons belonging to these two categories constitute the category of the employed. On the other hand a person is not working but is looking or available for work for more than half of the days in the year, is unemployed. And if a person who is neither working nor seeking nor available for more than half of the year is not in 'labour force'.
- ii) *Current weekly status approach*: According to this approach, a person who is engaged in any gainful activity for at least one hour on any day of the reference week is employed. And a person who does not work for even one hour on any day but is seeking or is available for work at a time during the week is considered available for work (or unemployed). Others are considered 'not available' for work (or not in labour force).
- iii) *Current daily status approach*: Under this approach, a person engaged in any gainful activity for four hours or more during the reference day is employed for the whole day. And, a person who works for one hour or more but less than four hours is considered employed for the half

day. If a person who does not work but is seeking or available for work more than or less than four hours a day is unemployed for the whole day or half day respectively.

P.C. Mahalanobis has observed three possibilities regarding the measurement of unemployment and under-employment (1985):

- i) Those who have jobs carrying daily or monthly wages or salaries are, employed; and those who have jobs of this type, but has lost them or are seeking such jobs are unemployed.
- ii) Another possibility is to think in terms of a hypothetical normal output per unit of time (hour, day, week, month, etc.) and ascertain whether a person is termed out of the full amount or only a fraction of it.
- iii) Thirdly, there is the approach of thinking in terms of normal earnings and enquiring whether a person is earning the full amount or only a fraction of it.

In 1954, the *International Conference of Labour Statistician* adopted the standard international definition of unemployed as:

- 1) Persons in unemployment consists of all persons above a specific age who, on the specified day or for a specified week, are in the following categories:
 - a) Workers available for employment whose contract of employment has been terminated or temporarily suspended and who is without a job and seeking work for pay or profit.
 - b) Persons who are available for work (except for minor illness) during the specified period and are seeking work for pay or profit, who are never previously employed or whose most recent status is other than that of an employee, i.e., former employers etc. or who has been in retirement.
 - c) Persons on temporary or indefinite lay-off without pay.
- 2) The following categories of persons are not considered to be unemployed:

- a) Persons intending to establish their own business or farm, but who have not yet arranged to do so, and not seeking work for pay or profit.
- b) Former unpaid family workers not at work and not seeking work.

In short, this definition demands of those to be categorized as unemployed that they be i) 'not working' and ii) 'seeking work', a combination which is particularly difficult to sustain in a developing economy like India.

Different purposes call for different definitions. Further the definitions that are implicit in the official figures published in different countries vary because of the way in which unemployed statistics are compiled. It is not an equally clear-cut conception. Technical definition as supplied by various governments in reply to an *International Labour Office* questionnaire (1934) is as follows:

- 1) *Belgium*: Unemployment is a lack of work which affects a person who is normally engaged as a wage-earner or salaried employee and which is due to some cause independent of his own will other than any physical incapacity.
 - a) 'Total unemployment' is unemployment affecting a worker whose contract of service has been terminated by the employer and has given evidence of his intention to find other employee.
 - b) 'Intermittent unemployment' is unemployment affecting a worker whose contract of service has not been terminated but in whose case the normal quantity of service rendered, and consequently the earnings, have been reduced owing to lack of work.
- 2) *Great Britain*: A person is unemployed on any day -
 - a) On which he does not work under a contract of service.
 - b) In respect of which he is not entitled to wages under a contract of service.
 - c) On which he is not following any occupation from which he derives remuneration or profit; and

- d) Which is not a holiday at the establishment where he works.
- 3) *Italy*: Total unemployment is the state of inactivity suffered by a worker in spite of his intention to find work and in spite of his physical fitness to carry on his trade or calling. Partial unemployment is the state in which a worker finds himself when, owing to causes independent of his own will and his physical fitness, he gives his services for less than half the time which is recognized in the labour market as the normal for the particular kind of unemployment.
- 4) *Switzerland*: All persons who habitually exercise a regular occupation for remuneration, who are willing to work, who are suitable for employment, and who, for the time being, are unable to earn their usual remuneration for no fault of their own, shall be deemed to be unemployed.
- 5) *Yugoslavia*: Unemployment means a total or partial lack of work suffered by a worker either involuntary or voluntary but for good reason:
- Total unemployment means a lack of work resulting in the complete loss of the only economy resources available to provide the minimum needs of livelihood.
 - Partial unemployment means a lack of work resulting in a partial loss of the only economic resources available to provide the minimum needs of livelihood.

From these ad hoc' definitions of unemployment some general notion of what constitutes unemployment may be drawn.

Dholakia states unemployment as a state of being without gainful work and generally considers it as an involuntary failure to get income yielding work (1977). *Thakur* defines that when an individual even after his best possible efforts, does not get work on the existing wage rate or even at low wage rate to earn his means of subsistence, he is termed as 'unemployed' as well as 'poor' (1985). *Sinclair* has stressed the need to define unemployment negatively by stipulating what it is not, i.e. unemployment is clearly not employment and so the unemployed are a subset of those who are not employed (1987).

A society is believed to be in a "condition of full employment" if the period enforced idleness remains minimum. A society with full employment has four characteristics:

- a) An individual takes very little time to find remunerative work according to his capabilities and qualifications.
- b) He is sure of finding remunerative work.
- c) The number of vacant jobs in the society exceeds the number of job seekers and,
- d) Work is available on 'adequate remuneration' (Ahuja, 1997).

D'Mello has defined unemployment as a "condition in which an individual is not in a state of remunerative occupation despite his desire to do so" (1969). *Naba* has explained unemployment as a "condition of involuntary idleness" (1968). *The Planning Commission of India* has described a person as 'marginally unemployed' when he/she remains without work for 6 months a year. *Bajpai* refers unemployment to the condition of joblessness in one's life (1992).

Unemployment refers to a situation where persons who are able to work and also willing to work at the prevailing rate of wages, does not find work. This is an involuntary idleness leading to wastage of labour. It is not confined to any category of persons. It may be among the unskilled, high skilled and technically qualified persons. Able-bodied persons who voluntarily remain unemployed are excluded from the concept of unemployment.

An unemployed person therefore, is - one having potentialities and willingness to earn, but is unable to find a remunerative work. It has three elements:

- i) An individual should be capable of working.
- ii) An individual should be willing to work.
- iii) An individual must make an effort to find work.

B) YOUTH:

Youth has been defined as the early part of life especially the period between childhood and adult age; and the youth population

constitutes a significant segment in any given society. When we talk of youth as a stage in human development, obviously "there is a biological process which sets in at birth (or more precisely at conception) and continues until the individual reaches maturity in terms of the species" (Berger, 1972). *Friedman* has defined youth as "the group of human beings who have reached the end puberty but have not yet acquired the full rights and duties of adult life" (1971). In modern societies, the period between childhood and adulthood has been lengthened due to prolonged education and preparation for the future. Due to expanding education including college education, vocational and professional education - it has made the roles of a young person more important and for longer periods. On recognizing the importance of youth in the wake of the rapid economic development, urbanization and changing life style in today's world, the United Nations designated the year 1985 as the International Youth Year with the theme 'Participation, Development and Peace'. The WHO observes that today's youth stands at the point of transition, not only in its sojourn from childhood to adulthood, but also stands at the threshold between traditional and modern ways of life.

In order to launch any meaningful policy and programme for the youth, it is essential to determine the age bracket that constitutes youth. But it is difficult to accurately assign lower and upper age limits for the youth. Because, this vary from time to time, and also from society to society. The time span required for biological maturation differs from person to person. To *Kuppuswamy*, early youth would refer to the 13 to 19 years age group (1984). To some others, it refers to the 12 to early 30's (Chauhan, 1990). The UNO has categorized youth to be between the age group of 15-24 years.

In India, for census operations, and in accordance with the practice of the government of India, the age group of 15-34 is recognized as youth; which is further classified into three groups: i) 15-19 years as sub-junior, ii) 20-24 years as junior, iii) 25-34 years as senior youth (Saraswathi, 1988). Accordingly, the youth age bracket for the purpose of this study is taken between 15-34 years.

C) EDUCATED:

All those who have completed at least eleven years of schooling and are matriculate and above are considered to be educated (Ahamad, 1973).

The comprehensive working definition of an 'educated unemployed youth' for the present study is therefore identified as - anyone between the age group of 15 - 34 years from matriculate to the post graduate level, who is capable of working, willing to work and making an effort to find work but is unable to find any remunerative job.

III. KINDS OF UNEMPLOYMENT:

It is extremely useful to be able to distinguish various kinds of unemployment. In the classification that have been attempted, the categories that one most frequently encounters bear the titles 'frictional', 'seasonal', 'cyclical', (or 'deficiency- of-demand') and 'structural' unemployment. *Ahuja* (1997) has classified unemployment either as rural or urban, or as seasonal, cyclical and technological. Urban unemployment has been sub-classified as educational and industrial. *Puttaswamaiah* (1977) has classified unemployment as i) voluntary and ii) involuntary. Again, involuntary has been sub-classified as disguised, visible and seasonal.

1) Frictional and seasonal unemployment

When there is a minimum 'float' of workers in the process of moving to new jobs - it is termed as 'minimum frictional unemployment'. Seasonal unemployment is frequently included in this notion of frictional unemployment. It is perhaps the oldest concept of all. Some industries or occupation are seasonal in character such as ice-cream factories and boatmen's services in the UK, which have peak demand during the summer. Also as in India, agriculture could be safely recorded under this head.

2) Cyclical unemployment

'Cyclical' unemployment frequently termed 'deficiency-of-demand' is that the total demand for goods and services, given existent wage rates and labour productivity, is not sufficient to

generate jobs for all those who want to work. The number of job vacancies open in the economy as a whole is significantly less than the total number of people seeking work.

3) *Structural unemployment:*

It implies:

- a) There are particular sectors of the labour force from which workers cannot easily and quickly move into other sectors in search of jobs.
- b) In some or all of these sectors with impaired mobility, unemployment significantly exceeds available vacancies. And because of inadequate mobility, labour supply does not easily adjust to the inadequate level of demand.
- c) Insufficient demand for particular types of labour for a number of reasons:
 - i) First, the demand for particular skills may be reduced because of technological change or a shift in the pattern of demand.
 - ii) Secondly, there may be a shift of economic activity out of a geographical region not matched by a comparable exodus of workers. This leads to the problem of depressed areas.
 - iii) And third, there may be an influx of workers - of a particular type or into, a particular region - at such a rate that they cannot be quickly absorbed into jobs.

4) *Technological unemployment:*

It is a situation when the given output catering for a constant level of demand is produced by lesser number of workers owing to the adoption of improved technologies; and consequently, the present surplus workers become unemployed.

IV. EDUCATED UNEMPLOYMENT:

Educated unemployment refers to the unemployment not only of graduates but also of all those who have completed at least eleven years of schooling and are matriculate and above. The

educated unemployed is a dangerous person. The unemployed persons belonging to this category are not 'dumb, driven cattle'. He nurses a sense of personal injury and if the grievances are long continued and the numbers involved are large, the situation can be decidedly explosive too. The most important aspect of this problem is the rapidly increasing unemployment amongst the educated youth year after year.

In India, even after 45 years of socio-economic planning, the problem of unemployment in general and of the educated persons in particular has remained critical and defied of an early solution, although in every successive five year plan, huge investments have been made and job creation has remained one of the objective (Q.U.Khan, 1996). Again, the data on the census, Live Register, suffer from a number of limitations. The problem with the census data is that, for those not working, they do not make any distinction between those who are seeking or available for work and those who are not i.e., i) the unemployed and ii) those out of the work force. The limitation of the employment exchange data is that: i) all the unemployed persons are not registered with the exchanges and ii) also not all of those who are registered are actually unemployed.

The Directorate General of Employment and Training (DGE&T) found out that about half of the persons registered as unemployed are not really unemployed. It has published the results of the survey in 1991 - actually unemployed as given in Table 1.1 below:

Table 1.1
Actually Unemployed (DGE&T)

1. Illiterate	51.7 %
2. Literate but below matric	56.2 %
3. Matriculates	55.4 %
4. Under-graduates	56.5 %
5. Graduates and above	57.7 %
All	55.3 %

Source: Survey, 1991.

The problem of educated unemployment has increased from time to time in spite of various opportunities for the educated

unemployed. And the reasons that has caused this increased trend are many. Some important reasons relating to India could be:

- i) Over production of the educated.
- ii) Uncontrolled expansion of secondary and higher education.
- iii) Wrong kind of education: the system of education is highly related to life. In fact, one of the University Grants Commission (UGC) annual reports stated clearly that the present system of education is generating much waste and stagnation. The Kothari Commission (1964-66) also admitted that there is a wide gulf between the contents of national development (Ahuja, 1997).
- iv) The educated persons prefer white-collar to manual and industrial jobs.
- v) The secondary and higher education has been adopting the policy of 'invite-all' or 'open-door' generating maximum number of educated unemployment.

As such the rate of unemployment in India among the educated youth has manifested increasing proportions during 1965-77; the number of unemployment graduates rose at the rate of 21% annually (from 9 lakh in 1965 to 5.6 million in 1977). Then, during 1980-88, their number rose at the rate of 23% every year, and between Jan. 1988 and Jan. 1989, the percentage increased by 19.2. The educated job seekers (matriculation and above) constitute over 60% of the registered unemployed. According to the Planning Commission, the number of educated unemployed in our country in 1992 is 7 million. Since about 3 million youth enter the labour market every year, 16 to 17 million unemployed youth are expected to be added to the existing 7 million by 1998 or the total number of unemployed youth by the end of 1998 will be 23 to 24 million. Of these 14 million educated youth are expected to have got jobs between 1992 and 1997, which will have between 7 and 8 million educated youth unemployed by the end of 1997 (The Hindustan Times, Sept.15, 1996). The problem of unemployment among the educated is a major area of concern. Table 1.2 below gives the estimates of unemployment rate among the educated and their share in the total unemployed.

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While the incidence of unemployment among the educated has shown a decreasing trend over the period, 1977-78 to 1993-94, the share of the educated among the unemployed has risen during this period. The incidence of unemployment among the educated is very high. In 1993-94, it is 9.6% as against the overall unemployment rate of 1.9% on usual status basis.

Table 1.2
Unemployment rate (usual status) among the Educated
(Secondary Education Plus) Youth (age 15 plus).

Year	Unemployment Rate	Percent share of educated in Total Unemployed
1977-78	15.4	28.8
1983	11.3	43.7
1987-88	11.8	39.9
1993-94	9.6	62.0

(The Indian Journal of Labour Economics, Jan-March, 1999).

In Nagaland, there has been an alarming rise of educated unemployed youth (matric and above) adversely affecting them. The total number of unemployed, which was 22,069 in 1991 on the live register, had risen to 37,090 in 2000, which is a percentage increase of 68.06%. The state had 10,534 registered educated unemployed in 1991, whereas the figure rose to 22,119 in 2000. The Kohima District alone had 12,690 educated unemployed persons by 2000 on the live register.

Over the period from 1991 to 2000, we could see the increasing share of educated unemployed youth as against the overall unemployment i.e., the total registered job seekers. The educated unemployed youth, which constitutes 42.73% of total unemployed in 1991, has risen to 70.30% in 1998, 60.84% in 1999, and to 59.64 in 2000. Today the state is also experiencing the rapid expansion of education, and the educated youth has become its worst victim.

V. UNIVERSE OF STUDY:

Different scholars in the country have conducted various studies of unemployment from time to time. But so far, no one has attempted to go for such a study in the state, though it has become the first rate state problem. The universe of the study is Kohima Town in particular and Nagaland at large, as a backdrop. Kohima, being the capital town of Nagaland has an influx of people, particularly youth from all parts of the state - for education and employment. Thus the territorial representation of the study is exclusive and fairly representative.

At the time of study, Kohima Town has the following 15 wards under its civic jurisdiction:

- i) Ward no.01: a) High School Colony, b) Bayavü Hill, c) Sepfüzou.
- ii) Ward no.02: a) Kenuozou, b) Kezieke, c) N.P.S.Area, d) Mission Compound, e) Veterinary Colony, f) Gourilane.
- iii) Ward no.03: a) Nagabazar.
- iv) Ward no.04: a) Chotobosti.
- v) Ward no.05: a) D.Block.
- vi) Ward no.06: a) Daklane, b) C.Block (Part I).
- vii) Ward no.07: a) New Market, b) C.Block (Part II).
- viii) Ward no.08: a) Midlane.
- ix) Ward no.09: a) Hospital Colony, b) Officer's Hill.
- x) Ward no.10: a) P.W.D. Colony.
- xi) Ward no.11: a) Chandmari.
- xii) Ward no.12: a) Poterlane, b) Old Minister's Hill.
- xiii) Ward no.13: a) A.G. Colony, b) New Minister's Hill, c) Lirie, d) N.S.T.Colony.
- xiv) Ward no.14: a) P.R. Hill, b) Supply Point, c) Jail Colony.
- xv) Ward no.15: a) Agri. Colony, b) Forest Colony, c) Para Medical Colony.

VI. OBJECTIVES OF STUDY:

The research study is conducted with the following aims and objectives:

- a) To study in Kohima Town - the magnitude and trend of educated unemployment and employment opportunities for educated youth.
- b) To examine the social and educational background of educated unemployed youth.
- c) To explore the aspirations, nature and kind of job preferred by the unemployed.
- d) To highlight the problems and find the social consequences of educated unemployed youth, and
- e) To examine various governmental measures, policies for educated unemployed youth.

VII. METHOD OF STUDY:

Since the study is conducted to explore, examine and analyze - to understand the problems of educated unemployed youth, the approach throughout the study has been analytical and evaluative.

The study has been focused upon educated unemployed youth of 15-34 years of age, from the post-matric to the post-graduate level. This has been respectively broken into i) matric; ii) pre-university/class xii covering arts, science and the commerce streams; iii) graduates covering the general streams or the so called 'literary' faculties: arts, science, commerce and law, and the non-general streams or the technical or the so called practical' faculties: engineering and medicine; iv) post-graduate level covering the general streams: arts, science, commerce and law, and the non-general streams: engineering and medicine. And thus, the sample is sorted out by purposively selected sampling technique of 240 respondents of 16 each i.e., as broken up above: matric = 1, pre-university = 3 (1 each from the streams of arts, science, commerce), graduates = 6 (1 each from the streams of arts, science, commerce, law and 1 each from engineering, medicine), post-graduates = 6 (1 each from arts, science, commerce, law and 1 each from engineering, medicine); from the 15 wards/sectors that constitutes

the urban area of the town under the civic jurisdiction of the Kohima Town Committee. This sampling is purposively selected on the basis of different faculty and on the basis of different educational qualification, for the needful study but some streams like management, agriculture, education, computers etc. have been omitted because of their negligible presence.

For data collection, both primary and secondary sources are used - with primary data as the main emphasis. A questionnaire, which consists of 128 questions, is the main research tool for collection of the primary data. The questionnaire is divided into 6 sections, consisting of 104 close-ended questionnaires and 24 open-ended questionnaires. The collection of secondary data is from the reviews of relevant literature, journals and magazines, newspapers, research and survey conducted by various organizations viz: the Census Reports, the National Sample Surveys (NSS), the Directorate General of Employment and Training (DGE&T), Dissertations, the Directorate of Employment and Craftsmen Training, the Employment Exchanges, the Directorate of Economics and Statistics, the Annual Administrative Reports etc.

VIII. SAMPLING FRAME:

Keeping in view the two limitations of the Employment Exchanges i.e.

- i) All the unemployed persons are not registered with exchanges
- ii) also not all of those who are registered are actually unemployed; and the various shortcomings mentioned in relevant literatures; a brief pilot survey is conducted - to find out how many educated unemployed youth in Kohima have not registered in the Employment Exchange. Therefore, the researcher did not select the respondents based on any Employment Exchanges. But the respondents are disproportionately and randomly selected on academic discipline and educational qualification basis - in order to facilitate the research work for better analysis, proper diagnosis, and fair treatment with all categories of educated unemployed youth. It is a precaution to keep the study free from any bias or prejudice ensuring a fair, representative and balance sample.

For better efficiency and faster progress of the work, the researcher has kept a helper in each ward who is to assist him. The helper is also one of the respondents in his/her respective ward. The researcher with the assistance of the helper has to work hard to locate the respondents, make them understand the importance and purpose of study, essentiality of their sincere response - which is the toughest. The respondents are also assured that their response will be used only for research purpose and kept confidential. And then, with the help of the helper in each respective ward, the questionnaires are distributed and collected one by one. It took 8 months for the researcher to complete all the 15 wards in Kohima Town.

As shown in Table 1.3, out of 240 total respondents, only 193 respondents could be available and distributed with questionnaires whereas the remaining 47 respondents could not be available with the required qualification in their respective wards. Those unavailable respondents in their respective wards are: B.E = 1 (in ward no. 14); M.B.B.S = 4 (in ward nos. 05, 07, 11, 13); L.L.B = 3 (in ward nos. 05, 07, 12); M.A = 1 (in ward no.11); M.SC = 1 (in ward no. 12); M.Com = 4 (in ward nos. 03, 06, 10, 11); M.E = 13 (in ward nos. 01, 02, 03, 04, 05, 06, 07, 08, 09, 10, 11, 13, 14); M.D = 12 (inward nos. 01, 02, 03, 04, 05, 06, 07, 08, 09, 11, 12, 15); L.L.M = 8 (in ward nos. 02, 04, 06, 08, 09, 10, 11, 12). (It has to be noted that the educated youth having the required qualifications are already employed which falls outside the study). Again, in 193 available respondents, 2 respondents i.e. 1 PU. (Sc) in ward no.15 and 1 B.SC in ward no. 08 could not give back the questionnaires.

As shown in Table 1.3, 191 respondents (completely filled in questionnaires) constituted about 79.58% against the total 240 respondents. This respondent's chart / % of respondent's representation can be further studied as shown in the Table on two bases: (a) educational qualification and (b) ward basis.

Accordingly on (a) *educational qualification basis*, the representation is:

- i) **Matriculate:** total respondents = 15, respondents % against the total = 7.85, and respondents response rate = 100.00.

- ii) **Pre-university:** total respondents = 44, respondents % against the total = 23.04, and respondents response rate = 97.78.
 - iii) **Graduate:** total respondents = 81, respondents % against the total = 42.41, and respondents response rate = 90.00.
 - iv) **Post-graduate:** total respondents = 51, respondents % against the total = 26.70, and respondents response rate = 56.67.
- (b) *On ward basis*, the representation is:
- i) Ward no. 01: total respondents = 14, respondents response rate = 93.33, and respondents % against the total = 7.33.
 - ii) Ward no. 02: total respondents = 13, respondents response rate = 86.67, and respondents % against the total = 6.81.
 - iii) Ward no. 03: total respondents = 14, respondents response rate = 93.33, and respondents % against the total = 7.33.
 - iv) Ward no. 04: total respondents = 12, respondents response rate = 80.00, and respondents % against the total = 6.28.
 - v) Ward no. 05: total respondents = 12, respondents response rate = 80.00, and respondents % against the total = 6.28.
 - vi) Ward no. 06: total respondents = 12, respondents response rate = 80.00, and respondents % against the total = 6.28.
 - vii) Ward no. 07: total respondents = 12, respondents response rate = 80.00, and respondents % against the total = 6.28.
 - viii) Ward no. 08: total respondents = 12, respondents response rate = 80.00, and respondents % against the total = 6.28.
 - ix) Ward no. 09: total respondents = 13, respondents response rate = 86.67, and respondents % against the total = 6.81.
 - x) Ward no. 10: total respondents = 13, respondents response rate = 86.67, and respondents % against the total = 6.81.
 - xi) Ward no. 11: total respondents = 10, respondents response rate = 66.67, and respondents % against the total = 5.24.
 - xii) Ward no. 12: total respondents = 12, respondents response rate = 80.00, and respondents % against the total = 6.28.
 - xiii) Ward no. 13: total respondents = 14, respondents response rate = 93.33, and respondents % against the total = 7.33.

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- xiv) Ward no. 14: total respondents = 14, respondents response rate = 93.33, and respondents % against the total = 7.33.
- xv) Ward no. 15: total respondents = 14, respondents response rate = 93.33, and respondents % against the total = 7.33.

As given in the Tables below, it is found that, 54.97 percent of educated unemployed youth have registered in Employment Exchanges, while 45.03 percent have not registered. The sample contains 36.65 percent female, and 63.35 percent male educated unemployed youth. The mean age of the respondents is found to be 24.51 years, and mode period to be 25 - 29 years. The sample has 95.81 percent Christians, 3.14 percent Hindus, no Muslims and 1.05 percent others like Pagans etc. The sample also has 6.81 percent married persons, 92.67 percent unmarried and 0.52 percent divorcees. The sample has 71.73 respondents with nuclear family backgrounds, 14.66 percent from joint families, 10.47 percent from extended family and 3.14 percent from divorced families.

Table 1.4
Distribution of sample by qualification/faculty

Matriculate	15
PU	15
PU (Sc)	14
PU (Com)	15
BA	15
B.Sc	14
B.Com	15
BE	14
MBBS	11
LLB	12
MA	14
M.Sc	14
M.Com	11
M.E	02
M.D.	03
LLM	07
Total	191

Table 1.5
Distribution of Sample by Registration

Registered	105 (54.97)
Not Registered	86 (45.03)

Table 1.6
Distribution of sample by sex

Male	121 (63.35)
Female	70 (36.65)

Table 1.7
Distribution of sample by age

15 - 19	18 (9.43)
20 - 24	68 (35.60)
25 - 29	96 (50.26)
30 - 34	09 (4.71)
Mode Period	25 - 29
Mean	24.51

Table 1.8
Distribution of sample by marital status

Married	13 (6.81)
Unmarried	177 (92.67)
Divorced family	01 (0.52)
Widow/widower	00

Table 1.9
Distribution of sample by religion

Christianity	183 (95.81)
Hindu	06 (3.14)
Muslim	00
Others	02 (1.05)

Table 1.10
Distribution of sample by type of family

Nuclear	137 (71.73)
Joint	28 (14.66)
Extended	20 (10.47)
Divorced family	06 (3.14)

2

Unemployment - Magnitude and Trend

This chapter attempts to work out the broad magnitude and trend of educated unemployment in Nagaland as revealed by the Employment Exchange statistics. The study focuses on ten-year period (decade) from 1991 to 2000. It reveals the increased percentages of job seekers on the Live Register, the yearly expansion of unemployment in the state, the high proportion of educated unemployed against the total unemployed, the probability of an unemployed person to get a job, and the sex-wise distributed proportion of educated unemployed youth. This chapter also makes an intensive study on the sharp trend of educated unemployment in the capital district, i.e. Kohima.

It is necessary to analyze the magnitude and trend of unemployed youth for three reasons:

- i) firstly, the bulk of the total unemployed at most times does not get highlighted as it should be.
- ii) Secondly, with the increase in the literacy rate, unemployment among the educated youth is described to be 'twice cursed' for the economy since education is highly subsidized in the country. The state expenditure on building this human capital goes to waste.
- iii) The third reason for analyzing youth unemployment is to highlight the social and political ramifications of idle youth.

Elementary empirical evidence suggests that the states/regions having high unemployment rates among youth have given rise to militancy, crime, and separatist movements as they are easy prey for disruptive elements in society (Aggarwal and Goyal, 2000).

The nature of unemployment differs and the causes vary from developed to developing economies. In developed economies of the West, effective demand is directly correlated to unemployment. Rise in effective demand leads to rise in employment and fall in effective demand leads to a fall in employment. However in under-developed economies like India, unemployment is generally structural.

In the state of Nagaland, with no proper industrial sector, under-developed agriculture, and only small size of the service sector - employment opportunities are limited in relation to supply of labour. Open unemployment occurs because able and willing persons are in search of work, but there is no work for them and they remain unemployed. This is clearly reflected by the number of persons registered with the Employment Exchanges. The severity of the kinds of unemployment, however, varies from state to state in the country.

I. MAGNITUDE AND TREND - NAGALAND:

It is to be noted that adequate and reliable data for estimating the unemployment figure in Nagaland is difficult to get. However, this study is a serious attempt to study about the unemployment situation in the state, based upon the number of job seekers registered with the Employment Exchange Centres. The Employment Exchange data, however, has limitations: i.e. i) the data mainly covers urban areas only, ii) large numbers of the unemployed does not get themselves registered with these Centres for the reason that they are not effective and iii) also not all of those who are registered are actually unemployed. The unemployed youth from the rural areas are not properly covered and thus, leaving a large number of unemployed outside the arena. Again many youth from the villages are not even aware that such Exchange exists. Those unemployed who does not register saying the Exchanges are not effective, seems to be convinced that they are never getting job through the

Employment Exchange. In addition, many are least bothered to renew their registration. There are some among those registered who will keep on maintaining their registration by renewing until they get a satisfactory job. Hence, a study of unemployment from the Employment Exchange data will provide only a partial picture of the problem in the state. However, in the absence of any other dependable sources of information, we have to rely on this.

As shown in Table 2.1, a summary of the important statistics of Employment Exchanges in Nagaland as on 31st December 2000 is: 01 Regional Employment Exchange, 06 District Employment Exchange, 02 Rural Employment Bureau, 01 Coaching-Cum-Guidance Centre, 02 Industrial Training Institute, 01 Women Industrial Training Institute, 01 Self-Employment Promotion Cell, and 01 Physically Handicapped Cell. All these offices are being operating since many years but its effectiveness to help through the youth has become a big question. Like for example, The Industrial Training Institute gives training to many youth at different intervals, but there is no guarantee for these trained youth to get a job. Or these trained youth do not take up self-employed jobs as they are expected, which either is due to lack of sufficient fund or improper training, lack of interests, etc.

Table 2.1
Summary of the important statistics of Employment Exchanges
in Nagaland as on 31st December 2000.

1	Regional Employment Exchange	01
2	District Employment Exchange	06
3	Rural Employment Bureau	02
4	Coaching-Cum-Guidance Centre	01
5	Industrial Training Institute	02
6	Women Industrial Training Institute	01
7	Self-Employment Promotion Cell	01
8	Physically Handicapped Cell	01
9	Total number of applicants on the Live Register	37,090
9.a	Total below matric & others	14,608
	i. Below Matric including illiterates (general)	14,102

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ii. I.T.I passed certificate holders	224
iii. Non-I.T.I (certificate) holders	41
iv. Typist (below matric)	146
v. Driving license-holders	95
9.b Total matriculates	13,552
i. Matriculates (general)	13,180
ii. I.T.I passed certificate holders	114
iii. Non-I.T.I (certificate) holders	38
iv. Matriculate stenographers	73
v. Matriculate typist	147
9.c Total pre-university	5,398
i. P.U passed (general)	5,319
ii P.U passed stenographers	27
iii. P.U passed typist	52
9.d Total graduates	2,972
i. Graduates (general)	2,722
ii. Technical degrees	185
iii. Graduate stenographers	37
iv. Graduate typist	28
9.e Total post-graduates	197
9.f Diploma Holders	363
10 Total men	28,058
11 Total women	9,032

Source: Directorate of Employment & Craftsmen Training, Nagaland.

The total number of applicants on the Live Register as on 31st December 2000 is 37,090, out of which, 28,058 are men and 9,032 are women applicants. And this indicates that the male applicants constitute about 75.65 per cent, which is three times larger than the female applicants. This proportion brings into the mind a few questions. One clear reason could be that women are least bothered to get registered on the Live Register because they are not worried as much as the men about unemployment. Thus unemployment

affects men at a higher rate, or men are always under higher pressure to get a job.

The total number of below matric & others is 14,608, of which - below matric including illiterate (general) = 14,102, I.T.I passed certificate holders = 114, Non-I.T.I (certificate) holders = 38, below matric typist = 146, driving license holders = 95. Again, there are 13,552 total matriculates, of which 13,180 are matriculates (general), 114 I.T.I passed certificate holders, 38 Non-I.T.I (certificate) holders, 73 matriculate stenographers, and 147 matriculate typist. There are also the total 5,398 pre-university applicants of which, 5,319 are P.U. passed (general), 27 P.U passed stenographers, and 52 P.U passed typist. Again, out of the total 2,972 graduates, 2,722 are graduates (general), 185 are technical graduates, 37 are graduate stenographers, and 28 graduate typist. And finally, there are 197 post-graduates remaining on the Live Register. Thus from the table, we have 22,119 total educated job seekers i.e. matriculate & matriculate above.

The description also highlights that, among these registered unemployed besides general degrees has also undertaken special training programmes like typists, I.T.I, non-I.T.I, stenographer, etc. From all the categories (educational qualification basis), we have the total 382 typist, 338 I.T.I passed (certificate) holders, 79 non-I.T.I (certificate) holders, 137 stenographers, and also 95 driving license holders. This also illustrates that, though the government in order to enhance their chances of getting jobs provides such training facilities, yet, it does not guarantee them any job, defeating the purpose of it. The educated job seekers (matric plus) constitute about 59.64 per cent of the total applicants on the Live Register, thus comprising a major section of the unemployed.

In this study, reaching the magnitude and trend of unemployment of the educated youth in Kohima District as well as the whole state of Nagaland, the data and figures of 10 years from 1991 to 2000 has been taken. And all these figures are as recorded in the Employment Exchanges at the end of every year respectively i.e. 31st December.

Table 2.2 gives the magnitude and trend of the unemployment in Nagaland from 1991 to 2000. The number of job seekers on the

Live Register of the Employment Exchange has increased from 22,069 in 1991 to 24,999 in 1995, which further increased to 37,090 at the end of December 2000. The Table reveals the increasing trend that the number of job seekers has gone up from 22.06 thousands in 1991 to 37.09 thousands in 2000 at an increased percentage of 68.06 (taking 1991 as the base). And the number of job seekers in the state is tended to increase along with the population growth (e.g. 12 lakhs in 1991 to 19 lakhs in 2001), along with yearly addition of educated with varying degrees from different institutions and the corresponding un-expanding job scenario. Unemployment is also related to the economic situation. The expansion of job seekers also means lack of job creation by the government, which could also mean lack of funds, resources, etc.

Table 2.2
Trend of Unemployment in Nagaland (1991-2000)
Base 1991=100

Year	No. of Unemployed	Percentage
1991	22,069	-
1992	22,396	1.48
1993	24,449	10.78
1994	25,849	17.13
1995	24,999	13.28
1996	20,655	-6.49
1997	21,643	-1.93
1998	27,752	25.75
1999	35,463	60.69
2000	37,090	68.06

Sources: 1. Directorate of Employment and Craftsmen Training, Nagaland.
2. Annual Administrative Report.

As given in the Table, the number of job seekers on the Live Register has decreased to 20,655 (-6.41 per cent) and 21,643 (-1.93 per cent) in the years 1996 and 1997 respectively. This could indicate

the success of the government in reducing the number of job seekers through creation of employment opportunities to the unemployed.

From Table 2.3, we find the number of yearly registrations; vacancies notified yearly, placements made yearly and the percentage increase/decrease on the Live Register over the preceding year. From this, we also find out the number of vacancies notified, vacancies filled in as against the number of job seekers. From column 2 of the Table, we find out that the number of Employment Exchanges remained same as 07 in all these years i.e. 1991-2000. In other words, all the 07 districts have 01 Employment Exchange each and not more. The government does not seem to be interested in creating more exchanges than it has in the last 10 years. Again, the credibility of the functioning of some of these exchanges has become questionable.

The column 3 of the Table states that there are 6,081 registrations made in the year 1991 which has increased over the next three years, but decreased to 4,580 in 1995, which again increases to 13,241 in 1999, but decreases to 8,980 in 2000. It shows there is no uniformity in the yearly registrations made during the last 10 years. There has been a steady increase of registrations in the years 1992, 1993 and 1994 corresponding to the steady increase of the total unemployed on the Live Register. The year 1995, show decrease alarmingly even below the base year 1991. The years 1998 and 1999 shows high rate of registrations, which also highlights the effective-positive response of the educated to the Employment Exchange.

In 1991, as against 22,069 registered job seekers, only 1,347 vacancies are notified and 225 placements are made through the Employment Exchange. This data on placements indicate that for one job, the number of unemployed persons in the state is 98. In 1995 as against 24,991 registered job seekers, 1,197 vacancies are notified, 87 placements are made, indicating 287 persons for one job. In 2000, as against 37,090 registered job seekers, only 339 vacancies are notified and 73 placements are made through the Employment Exchange, thus indicating 508 persons for a single job. Consequently, the probability of a person getting a job through the Employment Exchange is very low. As in 2000, where 508

Table 2.3
 Number of yearly registrations, vacancies notified, placements made, and the number of job seekers on the live register in Nagaland.(1991 - 2000)

Year	No. of Employment Exchanges at end of the year	Registrations made during the year	Vacancies Notified	Placements (through employment exchange)	Live Register at the end of the year	% Increase / decrease on Live Register over the previous year	No. of unemployed persons for 1 job
1	2	3	4	5	6	7	8
1991	07	6081	1347	225	22,069	-	98
1992	07	6168	1429	341	22,396	1.48	66
1993	07	6275	790	100	24,449	9.17	244
1994	07	8782	1322	139	25,849	5.73	186
1995	07	4580	1197	87	24,991	- 3.32	287
1996	07	7704	508	100	20,655	-17.35	207
1997	07	7471	325	111	21,643	4.78	195
1998	07	10,540	448	99	27,752	28.23	280
1999	07	13,241	110	131	35,463	27.79	271
2000	07	8,980	339	73	37,090	4.59	508

Source: Directorate of Employment and Craftsman Training, Nagaland.

persons have to fight for a single job, only one person will get the job while 507 will be left without any job. Now the question arises what will happen to these 507. What will they do to earn a living? Will they remain silent especially when the selection is not fair? Whom do they blame for not getting a job? The Table gives that the number of vacancies notified, and placements made has declined rapidly, in spite of the increasing trend of unemployment. It clearly indicates the seriousness of the problem where in 1991, 98 persons for one job has increased to 508 for one single job in 2000. Again the vacancies notified to the Employment Exchange and the vacancies filled in vary widely indicating that candidates from the open market fill in the number of notified vacancies. Thus in this manner the very purpose of the Exchange for which it has been started got defeated. In addition, this has retarded the unemployed to do registration with the Exchanges.

The Table also gives the percentage of yearly increase or decrease of total unemployment on the Live Register over the previous year. It has increased by a percentage of 1.48 per cent in 1992 over the previous year i.e. 1991, increased by 9.17 per cent in 1993 over the previous year i.e. 1992, increased by 5.73 per cent in 1994, decreased by -3.32 per cent in 1995, again decreased by -17.35 per cent in 1996, increased by 4.78 per cent in 1997, increased alarmingly by 28.23 per cent in 1998, again highly increased by 27.79 per cent in 1999, and slightly increased by 4.59 per cent in 2000 over the previous year, i.e. 1999. Except the years 1995 and 1996, we could also see the increasing percentage of unemployment over the preceding year in all the eight remaining years. The statistics also depicts that though the government is able to confine the figure at around 20 thousands up to 1998, yet the figures are alarmingly high in the years 1999 and 2000. It depicts that the government is not able to restrict the figures anymore in the last 2 years, which also gives an alarm signal of the seriousness of the problem.

As given in Table 2.4, the number of educated unemployed has increased over the last 10 years. It increased from 10,534 in 1991 to 13,421 in 1995, which further increased to 22,119 in 2000. Thus taking the year 1991 as the base, the increased percentage, which is 27.41 per cent in 1995, has risen to 109.98 per cent in 2000.

Table 2.4
Applicants remaining on the Live Register on Employment Exchange in Nagaland (1991 - 2000)

Year	Matric & above	Graduates & above	Total Educated Job Seekers Matric Plus (2 + 3)	Percentage Base 1991 = 100	Below matric & others	Total Job Seekers on Live Register at the end of the Year. (4 + 6)	% share of educated in total unemployed
1	2	3	4	5	6	7	8
1991	9388	1146	10,534	-	11,535	22,069	47.73
1992	10,164	1464	11,628	10.39	10,768	22,396	51.92
1993	11,133	1767	12,900	22.46	11,549	24,449	52.76
1994	11,857	1780	13,637	29.46	12,212	25,849	52.76
1995	11,811	1610	13,421	27.41	11,570	24,991	53.70
1996	10,652	2688	13,340	26.64	7,315	20,655	64.58
1997	11,623	2783	14,406	36.76	7,237	21,643	66.56
1998	16,256	3254	19,510	85.21	8,242	27,752	70.30
1999	18,616	2958	21,574	104.80	13,889	35,463	60.84
2000	18,950	3169	22,119	109.98	14,971	37,090	59.64

Source: 1. Directorate of Employment and Craftsmen Training, Nagaland.
 2. Annual Administrative Report.

Comparatively, in the last 10 years, the educated unemployed, which has increased at the percentage of 109.98 per cent is much higher than the increased percentage of the total unemployed which is 68.06 per cent (taking 1991 as the base). And this is justified if we go along by the expanding number of students that are produced from various schools, colleges and institutions. The number of educated unemployed will rapidly emerge like large armies, if lasting solutions to unemployment is not brought in.

Obviously, the highest number of educated unemployed are below graduates i.e. matric & above in all these 10 years. The number of matric & above in 1991 is 9,388 which constitutes 89.12 per cent of the total educated unemployed; in 1995 their total number is 11,811 which constitutes 88.00 per cent; in 2000 their total number is 18,950 constituting 85.67 per cent of the total educated unemployed. The number of educated graduates & above is 1,146 in 1991, which constitutes only 10.87 per cent of the total educated unemployed; it is 1,610 in 1995 constituting 11.99 per cent; and it is 3,169 in 2000 constituting about 14.33 per cent. As discussed above, the educated unemployed on the Live Register has been broadly divided into two sections with graduates as the dividing line, i.e. i) below graduates (matric plus but below graduates) and, ii) graduates and above. And it is essential to note that, though the major concentration of educated unemployment are still below graduates, yet this proportion steadily decreases every year. On the other hand, the number of educated graduates & above have been steadily increasing in the last 10 years. Therefore, the trend depicts the problem to be tilted towards educated graduates & above in the near future.

From Table 2.4 we can also study the percentage share of educated in total unemployed. And, over the period 1991 to 2000, we can see the steady - increasing share of educated unemployed youth as against the overall unemployment. The educated unemployed youth which constitutes 47.73 per cent of total unemployed in 1991, has risen to 51.92 per cent in 1992, to 52.76 per cent in 1993, remained same as 52.76 per cent in 1994, again risen to 53.70 per cent in 1995, to 64.58 per cent in 1996, to 66.56 per cent in 1997, to 70.30 per cent in 1998, but decreased to 60.84

per cent in 1999, decreased to 59.64 per cent in 2000. The Table reveals that in all these years the percentage share of educated in total unemployed is never below 50.00 per cent, except in the year 1991, which is 47.73 per cent. Again since 1996, the percentage share of educated is above 60.00 per cent. Therefore, the problem of unemployment in the state is more or less, simply the problem of educated unemployed youth. It also means the unemployed in the state, are represented by the educated youth. This representation looks more serious for they are intelligent people - who can do more harm to the security and stability of the state. And therefore, the state policy makers / planners in making any solution should keep in mind that they are solving the problem of educated youth.

II. MAGNITUDE AND TREND - KOHIMA DISTRICT:

The data and figures that have been collected for Kohima District at the time of the study also included Dimapur District (presently) in its jurisdiction.

Table 2.5 gives the number of yearly registrations, placements made through Employment Exchanges, total number of job seekers on the Live Register, percentage of increase or decrease on Live Register over the previous year, and the number of unemployed persons for one single job in the District over the periods 1991 - 2000.

There is only 01 Employment Exchange in the District, right from 1991 to 2000. But in addition, being the capital, the Directorate of Employment and Craftsmen Training is in Kohima. The number of job seekers on the Live Register in the District has increased from 12,064 in 1991 to 17,296 at the end of December 2000, at the rate of 43.37 per cent (taking 1991 as base). This shows that in 10 years (i.e. 1991 - 2000) only 5,232 unemployed youth are added to the figure of 1991 at an annual growth rate of 4.34 per cent. Thus comparatively the district has done better than the whole state in restricting the growth of unemployment. Perhaps the unemployed in the district are doing better than their counterparts from the other districts in grabbing the job opportunities that avails, and consequently reduced the unemployed figure in the district. As given in the Table, 3,162 registrations are made in the year 1991,

Table 2.5
Number of Yearly Registrations, Vacancies Notified, Placements made, and the number of job seekers on the Live Register on Regional Employment Exchange, Kohima - Kohima District. (1991 - 2000)

Year	No. of Employment Exchanges at the end of the year	Registrations made during the year	Vacancies Notified	Placements made (through employment exchange)	Live Register at the end of the year	% Increase/decrease on Live Register over the previous year	No. of unemployed persons for 1 job
1	2	3	4	5	6	7	8
1991	01	3162	617	82	12,064	-	147
1992	01	3493	465	95	11,666	-3.30	123
1993	01	3423	276	28	12,871	10.33	460
1994	01	3209	292	45	13,253	2.97	295
1995	01	2604	159	63	12,889	-2.75	205
1996	01	4787	203	26	15,699	21.80	604
1997	01	3892	171	81	12,361	-21.26	153
1998	01	5616	133	63	15,450	24.99	245
1999	01	5472	52	45	17,449	13.26	388
2000	01	4186	119	66	17,296	- 0.88	262

Source: Regional Employment Exchange, Kohima.

which remains almost constant for the next three years. But, only 2,604 registrations are made in the year 1996. In 2000, there are 4,186 registrations made. These registrations are not all-fresh registrations, but it also includes renewals, which has to be done after every three years, if the person is still unemployed without any job.

In 1991, as against 12,064 registered job seekers, only 617 vacancies are notified and 82 placements are made through the Employment Exchange. This data on placements indicate that for one single job, the number of unemployed persons is 147. Again in 1995, as against 12,889 registered job seekers, only 159 vacancies are notified and 63 placements are made through the Employment Exchange, indicating 205 unemployed persons for one single job. In 2000, as against 17,296 registered job seekers, only 119 vacancies are notified and 66 placements are made which indicates that for one single job, there are 262 persons against it. Again in the same year, only 73 placements are made in the whole state, indicating thus, all the placements are made through Kohima Employment Exchange itself with 66 placements (i.e. 90.41 per cent). In 1992, 95 placements (the highest in 10 years) has been made, indicating still 123 persons for a single job; while in 1996, only 26 placements (the lowest in 10 years) against 15,699 registered job seekers are made, indicating the highest (in 10 years) 604 persons to fight for a single job. The data for other years can be seen from the same Table. Consequently, the probability of an unemployed person getting a job through the Employment Exchange is very low. The number of notified vacancies and placements made has been decreasing in spite of the increasing trend of unemployment in the district. The number of vacancies notified and the placements made through the Exchange has been decreasing in spite of the increasing trend of unemployment in the district. Moreover, the vacancies notified and placements made through the exchange do not tally, which clearly indicates that jobs are filled-in from the open market. And the Employment Exchanges will never be effective until and unless vacant jobs of all the departments are compulsorily notified through the exchanges. If we calculate by the placement figures through the exchanges, which are minimal, the exchanges are only helping the unemployed to get registered and not more than that.

The percentage of yearly increase or decrease of total unemployment on Live Register over the previous year is also given in Table 2.5. It has decreased by a percentage of -3.30 per cent in 1992 from the previous year of 1991, but increased by a percentage of 10.33 per cent in 1993 which further increased by 2.97 per cent in 1994, again decreased by -2.75 per cent in 1995, increased by 21.80 per cent in 1996, decreased by -21.26 per cent in 1997, increased by 24.99 per cent in 1998, increased by 13.26 per cent in 1999, but decreased by -0.88 per cent in 2000 over the year 1999. Therefore as shown, the number of unemployed on the Live Register has been fluctuating and not uniformly increasing or decreasing. In these 10 years, it has increased five times and decreased four times over the previous year.

Table 2.6
Applicants remaining on the Live Register on Regional Employment Exchange of Kohima District and percentage share of Educated in Total Unemployed. (1991 - 2000)

Year	Total (Registered) Job seekers	Below Matric & others	Educated Job Seekers (matriculation plus)	Percentage Base 1991 = 100	% share educated in total unemployed
1	2	3	4	5	6
1991	12,064	5731	6,333	-	52.50
1992	11,666	5245	6,421	1.39	55.04
1993	12,871	5876	6,995	10.45	54.35
1994	13,253	6416	6,837	7.96	51.59
1995	12,889	6296	6,593	4.11	51.15
1996	15,699	7811	7,888	24.55	50.25
1997	12,361	3750	8,611	5.97	69.66
1998	15,450	4066	11,384	79.76	73.68
1999	17,449	4811	12,638	99.56	72.43
2000	17,296	4466	12,690	100.39	73.37

Source: Regional Employment Exchange, Kohima.

As shown in Table 2.6, the number of educated unemployment in Kohima District has increased in the last 10 years. It has increased from 6,333 in 1991 at an increased percentage of 24.55 per cent to 7,888 in 1996. This has further increased to 12,690 in 2000 at an increased percentage of 100.39 per cent. Thus in 10 years, the educated unemployed youth of Kohima District has increased from 6,333 to 12,638. It is observed that the number of job seekers in the district has increased only at the rate of 43.37 per cent (1991-2000), while the educated unemployed youth of the same district has increased at the rate of 100.39 per cent. As given in the Table, we can also see the fast and steep increasing trend from 1996 to 2000. These years co-incidentally have seen the blooming up of many schools and colleges in the district, which relatively resulted in producing students of varying degrees and qualifications.

The number of unemployment (below matric & others) in Kohima District shows a steady increase from 1991 to 1996. It has increased from 5,731 in 1991 to 7,811 in 1996 at the increased rate of 36.29 per cent, i.e. by taking 1991 as the base. This steady increase can be reflected as the increasing number of school dropouts in the district in these years. However the number of unemployment in this category in the years 1997, 1998, 1999, and 2000 shows below the total number of the base year. Thus the number stands at 4,466 at a decreased rate of -22.07 per cent from the base year 1991. Moreover, education is also related with the economy of the society, the family, etc. There are families who cannot afford their children to complete their studies. On the other hand, some students can easily afford but does not continue with their education. The decreased rate of -22.07 per cent (in the category below matric & others) can be depicted as the improved economy of the district, though it cannot be the sole reason.

The percentage share of educated unemployed in total unemployed from 1991 to 2000 is also given in the same Table i.e. Table 2.6. The educated unemployed youth constituting 52.50 per cent of total unemployed in 1991 has risen to 73.37 per cent in 2000. However, the increasing trend is not uniformly continuous. The percentage share of educated unemployed in 1992 is 55.04 per cent, in 1993 it is 54.35 per cent, in 1994 it is 51.59 per cent, in

1995 it is 51.15 per cent, in 1996 it is 50.25 per cent, in 1997 it is 69.66 per cent, in 1998 it is 73.68 per cent, and 1999 it is 72.43 per cent. The percentage share of educated unemployed reveals that in the last 10 years, its share is always above 50.00 percent. The percentage share of educated unemployed in total unemployed has rapidly increased from 1997 onwards which tells the seriousness of unemployment among the educated youth. The above discussion also depicts that more attention has to be given to the educated unemployed youth. The proportion of educated against the total unemployed in the district is much higher than the corresponding percentage of the whole state. With 73.37 per cent of the educated unemployed youth against the total unemployment is an imbalance picture between the output and the input. The government seems to be fully interested in encouraging education for all without creating subsequent job opportunities. In addition, it results in severe consequences with many educated to remain unemployed finding their respective degrees useless.

As shown in Table 2.7, the highest number of educated unemployed in Kohima District in all these years are matriculates, followed by pre-university (10+2), graduates, and post-graduates respectively. According to the data of 1991, matriculates constitute 72.08 per cent, pre-university constitutes 14.62 per cent, graduates constitute 12.17 per cent and post-graduates constitute 1.12 per cent of the total educated unemployed youth. In the year 2000, matriculates constituted about 60.78 per cent, pre-university constituted 23.46 per cent, graduates constituted 14.59 per cent, and post-graduates constituted about 1.17 per cent of the total educated unemployed in the district. Though the major concentrations of educated unemployed are in the matriculate' category, the percentage share has been steadily decreasing in the last 10 years as revealed by the data in the Table. On the other hand, the percentage share of pre-university, graduates and post-graduates - all show a steady increase in these 10 years. This is related with the increase number of educational institutions and the consequent bulging of students in higher studies.

Table 2.7 also gives separate data for males and females of different qualifications. It has shown that in all the years i.e.

Table 2.7
 Educated applicants (matriculation plus) remaining on the Live Register on Regional Employment Exchange, Kohima - of Kohima District and percentage increase over the previous year. (1991 - 2000)

Year	Matriculate		Pre-University		Graduate		Post-Graduate		Total Male	Total Female	Total Educated (matric-plus) (6 + 7)	% increase of Educated over the previous year
	M	F	M	F	M	F	M	F				
1991	2845	1720	670	256	537	234	40	31	4092	2241	6,333	-
1992	2763	1487	815	355	628	295	36	42	4242	2179	6,421	1.39
1993	2898	1542	1016	398	735	312	42	52	4691	2304	6,995	8.94
1994	2753	1363	965	519	832	323	38	44	4588	2249	6,837	-2.26
1995	2540	1273	1124	516	795	286	25	34	4484	2109	6,593	-3.57
1996	2567	1366	1265	736	1193	635	69	57	5094	2794	7,888	19.64
1997	3012	1472	1336	799	1186	684	62	60	5596	3015	8,611	9.17
1998	4065	2097	1778	1153	1306	851	69	65	7218	4166	11,384	32.30
1999	5055	2458	1907	1132	1228	741	63	54	8253	4385	12,638	11.01
2000	5186	2527	1825	1152	1131	720	71	78	8213	4477	12,690	0.41

Source: Regional Employment Exchange, Kohima.

1991-2000, in the different qualification levels except with post-graduates, men constitute the larger proposition than women do. But, with post-graduates, men as well as women outnumber each other in different years. According to this data, it could be true that women are not fairing as good as men at lower levels, but are doing as good as men at higher levels of education.

The number of matriculates which is 4,565 in 1991 has decreased over the next 6 years, but increased to 6,162 in 1998, and again increased to 7,513 in 1999, further increased to 7,713 in 2000 at an increased percentage of 68.96 per cent (base 1991 = 100). The educated unemployed youth with pre-university qualification has shown at first steady, but later on sharp increase. It has increased from 926 in 1991 to 1,640 in 1995, to 2,977 in 2000 at an increased rate of 221.49 per cent. The number of graduates has increased from 771 in 1991 to 1,081 in 1995, to 1,851 in 2000 at an increased rate of 140.08 per cent (base 1991 = 100). The number of post-graduates registered at the Employment Exchange, Kohima is not uniform. The figure which is 71 in 1991, has come down as low as 59 in 1995, and again risen to 149 in 2000 at an increased rate of 109.86 per cent (base 1991 = 100). Therefore, we find educated unemployment in the category of pre-university to have been increased the most with an increased rate of 221.49 per cent, followed by graduates with an increased rate of 140.08 per cent.

The total number of educated unemployed males always constituted the larger proportion than females. As given in column 6 and column 7 of Table 2.7, the total males in 1991 was 4,092 constituting 64.61 percent of the total educated unemployed, whereas the total females was only 2,241 which constituted 35.39 percent. In 2000, the number of total males was 8,213 which constituted 64.72 percent and the total females was 4,477, constituted about 35.28 percent. According to 1991 census, the population ratio (male: female) in the state stands as 53.02:46.98 and the sex ratio was 886 females for 1000 males. Again, the literacy rate according to 1991 census is 67.62 per cent males and 54.75 per cent females. Now relating to these facts, the total educated unemployed females constituting only 35.28 per cent in 2000 pose a dubious question

the mind. Either men are totally outnumbering the women in educational institutions or the educated women are least interested in registering in the Employment Exchanges. It can be concluded that the responsibility of earning and making a living after education lies on men because of which men are much more worried and concerned for jobs, which also means registration in the Employment Exchanges.

Table 2.7 also gives the percentage of increase or decrease of educated unemployed over the previous years in Kohima District of Nagaland, basing on the data of Regional Employment Exchange, Kohima. It has increased from 6,333 in 1991 at an increased rate of 1.39 per cent to 6,421 in 1992, increased to 6,995 at the rate of 8.94 per cent in 1993, but decreased to 6,837 at the rate of -2.26 per cent in 1994, again decreased to 6,593 at the rate of -3.57 per cent in 1995, has risen to 7,888 at the rate of 19.64 per cent in 1996, increased to 8,611 at the rate of 9.17 per cent in 1997, further risen to 11,384 at the rate of 32.30 per cent in 1998, risen to 12,638 at the rate of 11.01 per cent in 1999, and has risen to 12,690 at the increased rate of 0.41 per cent in 2000 over the previous year. The data depicts that there is no uniformity in the percentage of yearly increase in this study of 10 years. In some years it has increased as high as 32.30 per cent over the previous year, while it has also increased as low as 0.41 per cent in some other years. Again in the years 1994 and 1995, educated unemployed has decreased over the respective previous year. Thus in these two years the total educated unemployed which is 6,995 in 1993 has reduced to 6,593 in 1995. It is also difficult to attribute the reduction of unemployment as a success to the government or Employment Exchange to have generated employment to the unemployed youth. Because the data on placements made through the Exchanges is not significant as such. In the same years the placements made could not read as indications of the justification by generating employment to reduce the figures.

Table 2.8 has highlighted the percentage share of Kohima District unemployment as against the whole state of Nagaland. The Table also gives the percentage share of Kohima District educated unemployed as against the state for the last 10 years. And as given

Table 2.8
Percentage Share of Kohima District - total Unemployed (all), total Educated Unemployed - against the State (Nagaland) total Unemployed, total Educated Unemployed respectively on Live Register (1991 - 2000)

Year	Total Unemployed (Kohima District)	Total Unemployed (Nagaland)	% share of Kohima District Total Unemployed against the state	Total Educated Unemployed (Kohima District)	Total Educated Unemployed (Nagaland)	% share of Kohima District Unemployed against the state
1	2	3	4	5	6	7
1991	12,064	22,069	54.66	6,333	10,534	60.12
1992	11,666	22,396	52.09	6,421	11,628	55.22
1993	12,871	24,449	52.64	6,995	12,900	54.22
1994	13,253	25,849	51.27	6,837	13,637	50.14
1995	12,889	24,991	51.57	6,593	13,421	49.12
1996	15,699	20,655	76.01	7,888	13,340	59.13
1997	12,361	21,643	57.11	8,611	14,406	59.77
1998	15,450	27,752	55.67	11,384	19,510	58.35
1999	17,449	35,463	48.77	12,638	21,574	58.58
2000	17,296	37,090	46.63	12,690	22,119	57.37

Source: 1. Regional Employment Exchange, Kohima.
 2. Directorate of Employment and Craftsmen Training, Nagaland.

in the Table, the trend of the percentage share is not uniform i.e. it increases or decreases at different years.

The percentage share of Kohima District total unemployed against the state total unemployed is 54.66 per cent in 1991, 52.09 per cent in 1992, 52.64 per cent in 1993, 51.27 per cent in 1994, 51.57 per cent in 1995, 76.01 per cent in 1996, 57.11 per cent in 1997, 55.67 per cent in 1998, and 48.77 per cent in 1999, and 46.63 per cent in 2000. This percentage of Kohima district total unemployed is the highest in the year 1996 with 76.01 per cent, which is much higher than all the other years. The fact is, not only due to the increase of Kohima district total unemployed over the previous year (21.80 per cent) but also due to the decrease of the state total unemployed over the previous year (-17.35 per cent), which is also the lowest figure in 10 years. Again, the percentage share of Kohima district unemployed has shown the lowest in the year 2000 with only 46.63 per cent. This indicates that the disease of unemployment seems to be taking a new trend evenly spreading to the other districts, which is previously more or less the monopoly issue with the capital district as revealed by the Table. However, it should be noted that still almost half of the total registered unemployed are from the Kohima district alone. In other words, the maximum concentrations of registered unemployed are from the capital itself.

The percentage share of Kohima District total educated unemployed against the state total educated unemployed is 60.12 per cent in 1991, 55.22 per cent in 1992, 54.22 per cent in 1993, 50.14 per cent in 1994, 49.12 per cent in 1995, 59.13 per cent in 1996, 59.77 per cent in 1997, 58.35 per cent in 1998, 58.58 per cent in 1999 and 57.37 per cent in 2000. The district percentage share of educated unemployed as revealed is even higher, with its share constantly above 50 per cent in all these years except the year 1995, which is only 49.12 per cent. The problem of the educated unemployed in the district up to 2000 stands as serious as the beginning i.e. base year 1991. The data reveals that a large 57.37 per cent of the educated unemployed without any job in the state are concentrated in the district. It is quite possible that the youth from different districts prefers to stay in the capital after finishing studies to obtain jobs. Besides the capital town, the district also

has the commercial town - Dimapur, which comes under the district at the time of study. Perhaps the educated unemployed youth moves to these two towns expecting better chances and opportunities for means of livelihood, if not the government job. The district percentage share of total unemployed justifies this assumption in 2000, which is only 46.63 per cent, whereas the district percentage share of educated unemployed is as high as 57.37 per cent.

Thus, to conclude, there is an alarming rise of unemployment among the educated youth in Nagaland. The problem of unemployment in the state is more or less, simply the problem of educated youth. Again, in spite of the increasing trend of unemployment, the number of vacancies and placement made has declined. The probability of an unemployed person to get a job in the state therefore is very low. It is necessary to note that more than half of the unemployed; educated unemployed has always concentrated in Kohima district alone.

This problem of unemployment badly affects the present Naga youth and the state as a whole. This is an issue with the youth, with the educated youth who are intelligent people, who can become dangerously vocal and influential not to accept any unenviable position lying down to give constant threat to the security and stability of the state. There cannot be social and political stability in the state, if its youth (considered to be the best of our human resources) are without work. The policy makers/planners have an urgent responsibility to device policies that may alleviate this problem and to bring out lasting solutions to unemployment. Unemployment should not be viewed as a 'residual' problem to be tackled after the other problems have been solved, but as the 'primary' problem.

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