

***A SOCIOLOGICAL STUDY OF EDUCATED UNEMPLOYED YOUTH
AND DEVIANT BEHAVIOUR IN NAGALAND***

**A THESIS SUBMITTED IN FULFILLMENT OF THE REQUIREMENT
FOR AWARD OF THE DEGREE OF DOCTOR OF PHILOSOPHY IN
SOCIOLOGY**

BY

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Ph.D Regd. No. 710/2016

Under the supervision of
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SCHOOL OF SOCIAL SCIENCES
NAGALAND UNIVERSITY**

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CHAPTER 1 INTRODUCTION



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CHAPTER 1

INTRODUCTION

The state of Nagaland is located in far-northeast India. It borders with Assam on the west and north, the east with Myanmar (formerly known as Burma), the north with Arunachal Pradesh, and the south with Manipur. With a total area of about 16,579 square kilometres, Nagaland is one of India's tiniest states (6400 sq mi). The state's total area is 16,579 square kilometres. On December 1st, 1963, Nagaland was proclaimed the 16th state in the Indian union. Another intriguing fact about Nagaland is that it is home to up to 16 major tribes and a large number of smaller tribes. These ethnic groups each have unique cultural identities, including traditions, attire, and languages. Devout Christians make up a total of 87.93 per cent of Nagaland's population. The total population according to the 2011 census is 1978502 and literacy rate of 79.55 per cent according to 2011 census, it also indicates that the state observes a tremendous increase of literacy rate of 12.96 per cent from 2001 (Nagaland Census, 2011).

Humans are social creatures with basic requirements such as food, shelter, clothes, education, health, employment, recreation, and procreation, among others. Following India's independence, the spread of education received a lot of attention, and as a result, more and more schools and colleges were established. As a result of these the percentage of literacy shot up in a decade. It is interesting to state that, the institution of Morung was the earliest place of learning among the Nagas, before the formal education system was introduced by the American Christian missionaries. M.M. Clerk¹ introduced formal education, often known as schooling, to the Naga Hills for the first time in 1876. The main goal of mission schools was to educate Nagas reading and writing so they could read the Bible and hymnal. The three R's—reading, writing, and mathematics—were obviously the only focus of Western colonial education. From the informal, practical, and vocational nature of traditional Naga education, this represented a 180-degree turn. There were no institutions of higher education such as colleges and

¹ M.M Clark was the wife of Dr. Clark the first American Baptist Missionary to Ao Naga hills. She started the first formal school. Besides reading and writing cleanliness health hygiene were taught. Initially it was a school for women and children.

university in Nagaland before the Indian Independence. Only after India's independence the first degree college called Fazl Ali college² began in 1959 at Mokokchung, and the first science college opened its doors in Kohima in 1961. Nagaland now has 42 colleges and 327 high schools. With the exception of a few temporarily connected colleges that solely offer pass courses in the arts, all higher education institutions in Nagaland offer both regular and honours degree programmes. Law schools and B. Ed. schools are both part of the professional college. In 1994, the Indian government founded the Central University-Nagaland University, which has its main campus in Lumami. As of now, every village in Nagaland has at least one primary school.

Youth is a crucial stage in human growth and one of society's most active forces. Because of the influence of sociological, psychological, and environmental factors, different characteristics, structures, aspirations, and temperaments have been mirrored in their lives. When an individual faces the problem of unemployment in life, they feel a sense of rejection as they are not able to meet the basic amenities of life, even though they are highly qualified and educated to do so. This feeling of deprivation as a result of unemployment leads to deviant behaviour like hopelessness, causing depression, alcoholism, addiction to anti-social elements, loner, dependence on the family members and various mental and emotional problems. Educated unemployment of many Naga youth may cause involvement of youths in activities like joining various underground factions, bribery, easy money, high end participation of youths in political affairs of the state etc. Unemployment is also a reason causing the individual to late marriage, as the only means of bringing up a family is not met by the individual, how he/she can think of raising a family: when he can't even afford to look after himself/herself.

Youth unemployment is a major concern and one of the topics that is most frequently mentioned in Nagaland. Youth unemployment, particularly among educated youth, is a major issue right now. If not properly addressed, there is a potential that educated unemployed young would engage in undesirable behaviours, which will then cause a variety of social issues. The stability and growth of the country are thus greatly threatened by youth unemployment, which could have fatal effects if it is not promptly

² Fazl Ali was the then Governor of Assam while Nagaland was a part of Assam then. He has taken sincere initiative in the establishment of this college; hence college was given his name.

addressed. Young people who are unemployed may resort to living beyond the law out of necessity to survive and as a form of protest against what they perceive to be a disregard for their very existence.

The aim of this study is to investigate the present scenario of educated unemployment, and its implications on the increasing rate of unemployed youths in the Naga society. Understanding educated unemployed youth and deviant behaviours, the problems and challenges associated with educated youth unemployment. The study aims to examine the employment opportunities in the present context.

1.1 CONCEPTUAL FRAMEWORK

Education

Generally, 'Education' can be understood in three ways: in terms of subject, procedure, and knowledge. If someone reaches a given level or attains a certain degree then education in that sense is used in a narrower sense. When education is used in a sense of discipline in an institution then it is utilised as a subject. Additionally, education is used as a process in the third sense. And many a time people talk about education in the third sense that is as a process. Etymologically the Latin words "Educare" (Educere) and "Educatum" are where the English word "education" comes from. Educare translates as to train or shape. It means bringing out or developing something from 'latent or potential existence' to manifest form. The act of teaching is referred to as educating. It discusses both the theory and practise of teaching. The Sanskrit word "Shash," which means to discipline, control, order, direct, and rule among other things, is where the Hindi word "Siksha" originates. In this context, education refers to policing or correcting someone's behaviour (Kumar & Ahmad, 2008).

Education converts a learner from innocence to learning and from old set of beliefs to a dynamic cluster of views or a new system of faith. It conditions, improves, sharpens, transforms and fulfils the learner. Education above all civilises and enables the learners. Education thus has a significant impact on a person's life. One of the fundamental human rights is the right to education, a strong tool and instrument for growth and development in the society. It strengthens and promotes employment, inventions, economic growth and social unity.

Today, the ancient craving for heads has been replaced with the desire for education. A girl may well refuse to wed an illiterate guy in the same way that she rejected a partner who had not taken a single head in earlier times; the schools and colleges today are what the Morungs were in the past (Joshi. 2001). Few economic theories have discussed on the importance of education to transform resources into productive inputs. For example: The human capital theory puts students as resources which can be made productive by enhancing their skill through education. Secondly, the length of time a person spends in education can be used as a device which the employers used to choosing the best skilled worker. Thirdly, the bumping theory talks about screening the applicants based on the level of education to reduce the recruitment costs. More educated stand at the top list while the less educated are pushed backward. Fourthly, the employers usually prefer highly educated person. This shows that higher level of education is important to find employment in the labour market (Arora, 2020).

Employment

According to the Cambridge English Dictionary, the word "employment" is defined as "the act or occurrence of employing someone or something, or the condition of being employed; employ; service: an occupation by which a person makes a living;" The entire number of people who are working or are otherwise gainfully employed, as well as any other activities, businesses, or commitments that occupy their time. "Employment" thus refers to the state of having a job or being employed. The work that individual do for money, as well as the act of giving someone a job.

One of the most significant societal challenges has long been thought of as the employment situation. Its impact on not only the stability of society but also the economic prosperity of society is what makes it so crucial. Employment shapes a society's character and future course. It also has an impact on how people describe themselves. Imagine the repercussions if a sizable portion of the population were unemployed. Even while this may seem like a "groundless" worry, if we do not address it soon, it may eventually happen..

Youth are the major job seekers as they fall in the traverse journey of life from adolescence to youth. When many take over the family business, major portion of youth becomes the first time job seekers for economic opportunities existing in the country. The dynamic job market keeps the people getting in and out of the system. Though one

find the problem of unemployment, the rate of unemployment varies from country to country. Having sufficient employment in a country not only boosts the economy, but also improves the economic well being of its population. While high unemployment can lead to many ill effects in society. Youth employment is now a top priority in most countries across all regions. Many policies and initiatives are carried out both internationally and at national level for the development of youth employment (Youth in India, 2017).

Unemployment

Numerous economists have made an effort to formulate their own theories with the purpose of comprehending the subject of employment and unemployment. Unemployment is a tough term to define, but it is undeniably the most serious and complex of all labour concerns, and it has now become a global issue (Kikhi, 2006). In 1887, the Massachusetts Bureau of Labour Statistics established the word "unemployment" to describe employees who were unable to find job voluntarily (Clark, 2011). Unemployment is the state of being jobless in one's life (Bajpai, 1992). According to Mellow (1969), unemployment is a condition in which a person is not working in a rewarding job while wishing to. He continues, "Unemployment is a deprivation of the opportunity to fulfil one's societal tasks for which one has been qualified by education and other endowments." Therefore, there is no question that unemployment makes it difficult for people to perform their social commitments.

Unemployment, according to Fairchild (1958), is the involuntary or forced separation from gainful employment. Unemployment was described by Harris and Levenly (1975) as the state of being able to work but unable to do so.

According to the accepted language developed in economically developed nations, the labour force is made up of two parts: employed people and unemployed people. The remaining population is classified as not in the labour force. All people who work, either on their own dime or for someone else, are considered to be employed. In other words, regardless of age, any individuals who are involved in traditionally compensated activities are considered to be employed. All those who are (a) not working are referred to as being unemployed. (b) Are looking for work, and (c) Are prepared to accept a job offer. The term "seeking work" refers to activities such as signing up for Employment Exchange, contacting potential employers, responding to job postings, or taking other

similar actions to find employment. The combined employed and unemployed population makes up the labour force.

The unemployed in India are defined as being out of work, which is defined as not having been for more than an hour during the reference period in paid work or self-employment, or having taken a brief leave of absence from their jobs, as well as being currently available for work, which is defined as having been available for paid job or self-employment throughout the reference period and actively looking for work, which is defined as having taken certain actions recently to look for paid work or self-employment (National Statistic Organisation, 2011).

Since its founding in 1950, the National Sample Survey Organization (NSSO) has been measuring employment and unemployment in India. In order to categorise a person's activity status, the National Sample Survey Organization (NSSO) uses three different techniques and reference periods and hence gives three alternative estimates of employment and unemployment. Here they are:

1. Using the standard status technique and a reference period of 365 days before the survey date
2. A method to calculate current weekly status, a reference period of seven days before the survey date is used
3. The current daily status method, using as the reference period, seven days before the survey's start date.

It is necessary to first determine whether a person is a member of the "Labour Force" or not before determining whether they are employed or jobless. The "Activity Status" of the individual during the chosen reference period is taken into consideration while making this decision. The person's condition in relation to his involvement in economic or non-economic activities during the reference period is referred to as his "activity status." The NSSO has established the following three general activity statuses:

- i) Working (involved in economic activity), often known as "Employed"
- ii) Available or looking for work, sometimes known as "unemployed"
- iii) Not looking for job or being open to it.

All individuals with broad activity status i) or ii) above are considered to be part of the labour force, while people who fall under wide activity status iii) are considered to be unemployed. Therefore, the labour force is made up of both employed and jobless people.

The whole population that is employed or actively seeking employment is referred to as a country's or region's labour force. If a person has been involved in one of the non-gainful occupations for an extended period of time, they are said to be "not in the labour force." The unemployment rate is defined as the proportion of the labour force that is without a job.

The fundamental requirements for unemployment have not changed, despite frequent revisions since 1954. Therefore, a person is to be termed unemployed if they simultaneously satisfy the following criteria:

- (a) "Without work" denotes that they were not engaged in any paid work or self-employment throughout the reference period, as per the international definition.
- (b) "Currently available for work" denotes that they may have acquired employment or operated their own business during the reference period; and
- (c) When someone says they are "seeking job," it suggests that they have taken specific activities recently to hunt for paid employment or self-employment.

Unemployment, in its simplest form, is the state of being jobless (Okafor, 2011). The number of economically active persons who are jobless but accessible and searching for employment, including those who have lost their jobs and those who have willingly quit their positions, is what the International Labour Organization (ILO) refers to as the "unemployed" (World Bank, 1993). The National Bureau of Statistics (2009) states that the labour force of a nation is a group of people or citizens who are willing and able to devote their time and energy to finding gainful employment at any given time. Conversely, the unemployed are people who are not currently employed but are actively seeking employment at the time of any study.

There are allegedly four primary factors that determine whether someone is considered unemployed or underemployed. As follows:

- i) If a person is happily employed for less hours (or days) than some ideal or idealized hours (or days) known as full work hours (or days) during the course of the year
- ii) Has a yearly income below a minimum that is deemed ideal.
- iii) If willing to take on more work than is currently required, be either actively looking for additional work or available if it is offered under conditions to which they are accustomed; or
- iv) Removable from current employment due to less than normal productivity for which it would not reduce output if the remaining worker's productivity could be brought up to par with minor organisational or technical changes (Krishna, 1973).

According to Government of India, Ministry of Labour and Employment, Labour Bureau Chandigarh, October 2010 defined unemployment as: Persons who, due to a lack of employment, had not worked but either sought employment through employment exchanges, intermediaries, friends, or relatives or by submitting applications to potential employers are considered to be "unemployed." They may also have expressed their willingness or availability for work under the current conditions of work and pay (or unemployed).

There are seven different types of unemployment in India. The various forms of unemployment are covered below:

1. Disguised unemployment: This sort of unemployment occurs when there are more individuals working than are actually required. Unorganized industries or the agricultural sectors are typically where hidden unemployment is found.
2. Structural Unemployment: This type of unemployment results from a mismatch between a worker's skill set and the market's supply of jobs. Owing to the large number of people in India who do not receive employment that is in line with their skills or who do not receive employment due to a lack of necessary skills or a low level of education, it is crucial to offer them relevant training.
3. Seasonal unemployment: This type of unemployment occurs when people are unemployed during particular times of the year, such as when labourers in India are seldom ever employed year-round.

4. Vulnerable Unemployment: Under this unemployment, people are considered to be jobless. People are employed, but their employment is informal—they lack formal job contracts—and no records of their labour are ever kept. One of the primary categories of unemployment in India is this one.
5. Technological unemployment: the condition in which people lose their work as a result of technological development. According to World Bank data from 2016, 69% more jobs in India were expected to be endangered by automation than the previous year.
6. Cyclical unemployment: This type of unemployment is brought on by the business cycle, and it is characterized by an increase in the number of unemployed people during recessions and a decrease with economic expansion. In India, cyclical unemployment rates are minuscule.
7. Frictional unemployment: This is when people lose their jobs temporarily while looking for work or transitioning between jobs. The interval between jobs is referred to as frictional unemployment or search unemployment. Frictional unemployment is seen as voluntary unemployment because the source of the situation isn't a lack of employment options but rather the workers' own decision to leave their positions in search of better ones.

Educated Unemployment

Educated unemployment refers to unemployment not only of graduates but also of all those who have completed at least eleven years of schooling and are matriculated and above. Therefore when educated people do not find a job, it means educated unemployment. In simple terms, educated unemployment is not having a job despite having a degree and willingness to work.

There has been a significant rise in educated unemployment among young people as a result of people's investments in education growing quickly and a lack of salaried jobs. Across the 1990s and the first part of the 2000s, it intensified and became more obvious in Asia, Africa, etc. Neoliberal economic changes typically haven't succeeded in creating jobs for skilled workers, have decreased opportunities for government employment, and haven't succeeded in creating jobs in the private sector (Jeffrey, 2008). The unemployment rate was higher among literate people than illiterate people, according to the youth labour force's literary status. According to 2004-2005 statistics,

the group with the highest unemployment rate in terms of education level was recent graduates, with a rate of 35.5 per cent (Sinha, 2013).

Deviant Behaviour

According to Merriam Webster dictionary the word 'deviant' means straying or deviating especially from an accepted norm. Deviant behaviour, according to the Social Science Encyclopaedia, is behaviour that transgresses the social systems' normative laws, principles, or expectations.

Deviant behaviour, according to Albert C. Cohen (1959), is behaviour that violates institutionalised expectations, or expectations that are accepted as legitimate within a social system.

According to Erikson (1964), deviance is defined as behaviour that is commonly seen to demand the attention of social control agencies and behaviour that should result in action. Deviant conduct is defined by Robertson and Taylor (1973) in their book "Deviance Crime and Socio-Legal Control" as behaviour that significantly breaches social standards in the community and results in negative feedback or sanctions.

Deviance can be characterised as behaviour that goes against societal or social group norms. Deviance in sociology refers to an action or behaviour that transgresses social standards, encompassing both formally imposed laws and unofficial social norm infractions. Deviance is the absence of adherence to the standards, guidelines, and expectations that traditionally serve as the guidelines for members of society. Deviance is best understood in sociology not as a personality trait but as a formal characteristic of social contexts and social systems. The work of Emile Durkheim is typically regarded as the most productive for modern deviance analysis. His writings on anomie and *The Rules of Sociological Method* (1985) shed light on how Deviance is understood.

One prominent explanation for deviation is the idea that certain people's social circumstances are so irritating that they are led to deviant behaviour out of despair. Emile Durkheim's "The Rules of the Sociological Method," published in 1895, popularised the view that deviance serves a necessary and significant societal function. Deviance is a natural aspect of social life, according to Durkheim (1895/1958), and "an intrinsic part of all good communities." The book's goal is methodological, and a chapter on how the investigator should discriminate between the normal and the

abnormal in his analysis of social facts (Nisbet, 1974) is in the immediate context of Durkheim's development of his theory of deviance.

Deviance can threaten the foundation of social life. The strength and value of social norms are questioned if large numbers of people violate them. Thus, non conformity can create social disorder, even chaos, and it can make people suspicious and mistrustful of one another (Shepard, 1981). There is no denying to the fact that deviance on the part of the youngsters has always been there and it has become more widespread in the present situation due to rapid changes taking place in society. The second half of the 20th century saw lot of changes in tradition, customs and norms (Khan, 1993).

Every aspect of human behaviour, including deviant behaviour, is the result of social interaction and communication with other people. Some crucial instruments in the study of abnormal behaviour are social roles, organised systems of behaviour, and attitudes (Clinard, 1962). Deviant behaviour is regarded as abnormal or antisocial if it is uncommon, out of the ordinary, and does not follow social norms. This concept is also strongly linked to the statistical approach to definite abnormality, which is based on the notion that variations in human behaviour tend to follow a normal distribution curve (Nwankwo, 2006).

Additional elements affecting young people's welfare in adolescence include the availability, accessibility, and quality of schools and role models, as well as their attachment to their family and classmates. This includes the presence of leisure and recreational facilities as well as access to local educational systems that cater to their requirements and represent regional customs and cultures. The availability of fulfilling and healthy employment opportunities as well as high-quality healthcare also plays a significant effect. Peer pressure to engage in risky behaviour is one kind of pressure (Erdwin, 2007).

Young people are the population segment that is most susceptible to the disease as a whole. In addition, young people are more impacted than others by how globalisation is changing cultural norms and values. In certain situations, this is eroding generational bonds and weakening local cultural ties while imposing damaging and ultimately unachievable sets of values. Young people suffer greatly from the lack of sustainable jobs (Curtain, 2004).

Youth

There is no single, agreed-upon definition of youth since it is challenging to define youth precisely and to determine the lower and upper age ranges for youth. Normally it varies throughout time and among societies.

Early youth, according to Swamy (1984), relates to people between the ages of 13 and 19. According to Chauhan (1990), it refers to those in their early twenties to the mid-twenties. Young people are those who have achieved puberty's end but have not yet fully embraced the rights and responsibilities of adulthood, according to Friedman (1971). UNO has defined youth as being between the ages of 15 and 24. Therefore, the age range of 15 to 34 is considered to be a youngster in India for the purposes of conducting census operations and in accordance with government of India practise. India is one of the nations with a large youth population. The next generation is meant to lead the way in societal advancement. In the twenty-first century, youth is a time of development, activity, and leadership. It is crucial to highlight that the United Nations maintains that the age range of 15 to 24 is considered youth, which is also the case in many western nations. In contrast to how India defines youth as being between the ages of 15 and 34, the International Labour Organization defines youth as being between the ages of 15 and 24.

Youth is one of the most energetic categories of people's life. It is sometimes described as a person who is between the age at which they finish their obligatory education and the age at which they get their first job. Youth age group is frequently defined differently by various nations and organizations in various contexts (National Youth Policy, 2014)³. According to Friedman (1971), traditionally, youth has been described as the group of people who have achieved puberty's end but do not yet possess all of the privileges and responsibilities of adulthood. Although the fundamental biological process of development is likely to be more or less the same throughout all human communities, their cultural conceptions differ. He adds that it is obvious that a person's time spent in "youth" relies on the type of culture and society he or she lives in as well as the level of social standing he or she enjoys. According to Hollingshead (1949),

³ The National Youth Policy, 2014 (NYP-2014) aims to clarify the Government of India's vision for the country's youth, highlight critical areas where action is needed, where not enough is being done, and give a framework for action for all stakeholders to facilitate youth development.

sociologically a person is considered to be in their youth when their society stops treating them as children and grants them full adult status, roles, and responsibilities.

The working population is estimated differently in different nations. India is reportedly the youngest member of the BRICS. India's working age population is predicted to reach 592 million by 2020, second only to China's (776 million). India's median age is predicted to be around 29, which is significantly younger than China's (42 years), Russia's (38 years), and South Africa's (38 years) (27 years) (Joshi & Kunduri, 2017).

Youth is typically defined as the time between puberty to middle age. Different authorities use a variety of criteria to define youth, including age. The UN used the age range of 15 to 24 to define youth. The National Youth Policy of India (2003) originally established the age range of youth as 13 to 35. However, the National Youth Policy of 2014 amended and specified the 15–29 age range. Statistics show that the number of youth increased from 168 million in 1971 to 423 million in 2011. The proportion of young people has risen significantly, from 30.6 per cent in 1971 to 43.8 Per cent in 2011. Despite having a lower population than China, which has 185 million young people, India has 242 million individuals between the ages of 10 and 24. According to "World Population Prospects: The 2015 edition," 19.1 per cent of India's population was between the ages of 15 and 24 as per the 2011 Census. By 2020, the proportion of young people in the population is projected to be 43.33 per cent India has a comparatively large advantage in terms of the dispersion of the youth population. In comparison to other nations, gender disparities in India's youth proportion are less pronounced. Lower share for the age group 15-34 is the outcome of the shift in the age distribution to higher age groups, which is a sign of rising longevity in and of itself (Government of India. Central Statistics Office (CSO), 2017).

1.2 Theoretical Framework

The anomie theory, developed by Emile Durkheim and R. K. Merton, is the pertinent theory for this investigation. According to Durkheim, challenges to social cohesiveness were presented by the specialized division of labour and the rapid industrialization of society. To characterize the condition of deregulation occurring in society, he created the term "anomie." According to his theory, society's fundamental principles for how things should be done and how individuals should act have become corrupt. Anomie, then, is a state in which societal standards have broken down and no longer govern how

individuals of the community behave in their daily lives. Individuals struggle to find their position in society and cope with the ever-changing demands of life when there are no clear norms to guide them. As a result, there is discontent, frustration, conflict, and abnormal behaviour.

The focus has shifted from individual explanation to societal dynamics as a result of Durkheim's theories on crime and deviance. Robert K. Merton, an American sociologist, developed a profoundly influential theory of deviance that identified the root of crime in the fundamental fabric of American society, which is where he drew his concept of anomie from (1957).

American sociologist Robert K. Merton used Durkheim's idea of anomie as the basis for his own theory, which he named "Strain Theory." It differs considerably from Durkheim's theory in that it contends that culturally driven ambitions for the objective of economic success across social classes, rather than abrupt social change, are what really cause the problem of deviant behaviour. The idea explains why pupils who are in lower socioeconomic groups with fewer possibilities for success tend to behave violently and abnormally more frequently. According to this idea, the interaction between social structure and cultural emphasis creates strong pressure for deviant behaviour (Merton, 1968).

Merton's theory makes an effort to connect structural inequalities and personal behaviour in order to better understand academic pressure. Deviant behaviour is indirectly brought on by this disconnect between what the schools demand and what the families can afford. Merton's theory contends that violent behaviour and deviance, particularly among students, are signs of a problem with society (Merton, 1968). This claim makes the assumption that a violent society will breed aggressive people.

Merton modernized the concept of anomie to explain the strain that is put on people's behaviour when accepted standards clash with social realities. In American society, as well as to some extent in other industrial nations, generally held values place an emphasis on material achievement, with self-discipline and hard effort serving as the means to that end. As a result, it is thought that anyone can achieve success if they put in a lot of effort, regardless of where they started out in life. This assumption is false because most people who are disadvantaged receive no or very few conventional possibilities for advancement. However, those who don't achieve are blamed for their

alleged lack of material advancement. There is a lot of pressure in this situation to attempt to advance by any means, legal or illegal. Merton contends that economic inequities are a result of deviation.

He lists five possible responses to the conflicts between values that are supported by society and available resources.

I) Conformist - Whether or not they are successful, conformists accept both widely held values and the traditional means of achieving them. These individuals make up the vast majority of the populace.

II) Innovators - they continue to adhere to socially accepted norms but do so through dubious or unlawful means. Criminals of this kind are those who get wealth through illicit means.

III) Ritualistic - Ritualistic adheres to socially acceptable standards but has forgotten the principles that underpin them. They compulsively follow rules for their own sake without seeing the bigger picture. A ritualistic person is someone who devotes their time to a dull profession even though it offers little in the way of benefits or career opportunities.

IV) Retreatists - Retreatists have completely given up on the competitive worldview, rejecting both the prevailing ideals and the accepted strategies for achieving them.

V) Rebels - Rebels actively seek to replace the current values and methods with new ones in order to restructure society. They reject both the current values and methods.

With regard to aims and methods, Robert K. Merton discussed deviance as part of his strain/anomie theory. Merton goes one step further and claims that anomie is the condition in which societal objectives and legal ways to accomplish them do not coincide. In his theory, deviation may be better understood by looking at how a person responds to societal expectations and how they go about achieving their aims. He specifically believed that group behaviour is driven by strain, tension, or annoyance experienced by people as a result of a mismatch between societal objectives and widely accepted methods for achieving those objectives..

Merton reasoned that everyone, to some extent, internalises the goals that are valued and pursued in their culture. Everyone also establishes the standards that govern

suitable and legal approaches to achieving those objectives. When valid alternatives for reaching culturally defined goals are restricted or non-existent, people may look for other options or forgo the goals altogether. The essential point made by Merton is that social tension encourages transgression. Certain social systems provide clear pressure on some members of society to act in ways that are different from the norm (Merton, 1968).

Less on the rational actor and more on the value of social institutions and interpersonal connections are the tenets of sociological ideas. According to strain theory, a person is more likely to commit a crime when only unfavourable social cues are provided to them, i.e., when they are not treated as they would like to be treated and are unable to fulfil their goals, such as obtaining financial security or a desirable position in the workforce. Because being unemployed prevents a person from achieving some of their desired goals, it leads to an increase in crime.

One may use Durkheim and Merton's concept of anomie and suicide to assist to grasp the individual (educated unemployed youth) conflict inside self. According to Emile Durkheim, when civilizations transition from the mechanical stage to the organic stage, traditional norms and ideals are undercut and uprooted. People begin to feel unfulfilled and restless, and a new moral agreement over what one should properly expect from life would be needed (Slattery, 2006). In his explanation of Anomie, Durkheim emphasized that only in such conditions of equality will men be able to fill social roles according to their innate talents and abilities. Individuals' unconstrained appetites and interests are referred to be anomie when there are no social controls in place. Later in 1897, in his studies of suicide, Durkheim elaborates the concept of anomie. In both the condition of extreme depression and of unusual prosperity the trend of suicide is of the same magnitude. Anomie was a term used by Durkheim to describe a scenario in which fast change has caused cultural standards to collapse. Anomic suicide, for instance, can happen during a severe economic downturn when people are unable to achieve the goals they have learned to pursue, but it can also happen when the economy experiences a boom and suddenly the sky is the limit because people are unable to set reasonable goals and be content with their accomplishments.

Merton slightly modifies the notion to refer to a circumstance where there appears to be a mismatch between cultural norms regarding what makes success in life (goals) and

cultural norms regarding the proper methods to achieve those objectives (means). According to Merton's theory, the U.S. has higher rates of aberrant behaviour than other societies, which is why. First, Merton's analysis can be understood because we place more emphasis on the goals of success than on the methods that are approved for achieving those goals. Secondly, Merton's analysis can be understood because we place more emphasis on the same kind of success for everyone despite the fact that the racial, ethnic, and class divisions in society limit the opportunities for success for those in less privileged groups. Such studies of Merton and Durkheim helps us to understand the situation that exists in the society and how an individual react to situations when they are faced with the problems that have been created or brought about by the changes in society.

1.3 REVIEW OF LITERATURE:

Unemployment situation

The worsening condition of unemployment situation is due to the inability of the state economy to generate any fresh employment. The reality of jobless growth is seen in almost all the country, and the situation is so distressing because most of the labour force absorbing traditional industries is facing a survival crisis in the trade economy. The situations among the traditional sector are areas of big concern (Azees & Akhtar, 2019). It is said that in the world, more than one third of the youth are either seeking job but unable to find one. Some have given up on the job search entirely, or working and yet still living below poverty line (Alemayehu, 2014).

Economic growth includes employment as a key component. As a result of the growth process, India's economic structures have remained relatively unchanged. The first significant change from the previous reporting period is a rise in collective employment. The most essential argument is that, in the context of relatively high organised sector development and better labour productivity, continuing to lower real wages is insufficient to ensure job creation. Unemployment and underemployment are on the rise in many emerging markets. On an individual level, unemployment is caused by hunger, sickness, psychological stress, despair, and deterioration in human values, but it also relates to the macroeconomic under utilization of human resources (Kumar, 2012).

The condition is such that the state does not have enough resources to employ even 10 percent of the educated youths. Pertinent question arises therefore, what about the rest of the youth? If educated people must remain unemployed, the system that caused this situation deserves to be strongly condemned. It implies squandering the greatest of our human resources. That such valuable human capital should be idle represents a significant national loss. (Puttaswamaiah, 1977).

According to Rama (2000), there are primarily three factors that influence unemployment. Age is the first one. The study demonstrates that the risk of being unemployed is higher among the youth, and it lowers with age. The second factor is education, which shows that the unemployment rate rises as education level rises. The final factor is benefit from family support, which shows that people who live with their parents are more likely to be unemployed.

In order to determine the level of educated unemployment in India, Bhattacharya (1982) conducted a brief study. He asserted that only by careful personnel planning at all economic levels could the issue of unemployment among educated people be resolved. The education system should be reoriented to provide it with a technological foundation for fulfilling the needs of an expanding economy, especially at the secondary and upper secondary levels.

Unemployment and Education

One of the main forces for socialisation and social development is education. It is a crucial institution in any civilization that is modernising or evolving. It instils behaviours, attitudes, and values that are seen proper in a certain society. Education is not just about acquiring knowledge; it's also about using that knowledge for the individual and for society as a whole. Additionally, education is a prestige and power symbol. In order for children to begin their education at the appropriate time, parents send them to school early. Without a doubt, education is regarded as a key factor in both individual and societal economic success. It teaches the skills required to handle the challenging demands of the technological age. It is the main tool for advancing oneself. Through a lifelong process of education, a person gains and accumulates information, skill, attitudes, and insight.

Lack of employment opportunities, inability to find suitable employment, and family obligations are some of the major causes of unemployment among educated young people in India. It is sad to witness a lengthy line of young people waiting in front of the employment exchange office after devoting ten to sixteen priceless years of their lives to their education. Is it not astonishing and surprising that the years they invested in their education turned out to be a complete waste of time, turning them into idle gossipers who detest hard labour and are slaves to comforts? The main causes of unhappiness with a current employment appear to be a "unsecured job," a "poor wage," a "stressful atmosphere," and a mismatch between qualifications for the position (Dixit, et.al. 2011).

Commonly society harbours expectation by educating and training children to fill useful roles. Especially completing high school and secondary education and training becomes important for working. Investment is made through the process of education and training for gainful employment, mobility and higher wages. However, if younger folks do not transfer easily through the educational system; they pay a huge price throughout their life time. Therefore, there is a significant loss of human creativity, with unfavourable outcomes, when a significant portion of adolescents fail to engage or take advantage of the educational and training options. It is not only a loss for the individual but also society as a whole. More importantly, they have a higher propensity to engage in alternative pursuits, such criminal activity (Belfield, et al. 2012).

Unemployment and educated unemployed youth

Of all the methods to divide the problem of youth unemployment, separating it based on educational levels appears to be the most rational. Different knowledge and policies will result from other means of stratifying the population or splitting the problem, such as by geography, age, sex, or skills obtained. However, in India, education corresponds closely with the kind of jobs available and the salaries aspired to; additionally, an analysis of a stratified youth population takes into consideration the greatest number of sensitive inter-relationships that governments might alter (Ilchman, 1969).

The extraordinary growth of educational institution has considerably contributed to the high supply of graduates and post graduates, which in turn has caused high educated youth unemployment. Vast majority of the students in several developing countries

depends on the search for status, which drives them to seek education without career prospects like traditional academics subjects (Mathew, 1995).

Singh (2002) describes the issue of unemployment that Manipur's educated youth face. The main problem, according to him, is a lack of employment options. He goes on to explain that even when work prospects are accessible, young people must engage in nepotism in order to land a job. According to one of the young people he spoke with, getting a job or access to these things is like going to an auction. The market for employment is closed to individuals who cannot afford to pay the highest bidder for the position.

Horam (1975), clearly mentions that with the increase in literacy and higher education a great young people have gone away from the land to seek white collar jobs. The provincial dignity of labour among this hardy hill folk is fast on the decline for not even the mediocre educated person will stoop to work on the land, preferring to work at a desk for mere pittance. The adverse effect of this attitude may not register now but they are bound to be felt at a later date. The problem of unemployment will all too soon raise its ugly head in Naga Hills and there will be many educated or semi- educated persons whose hard hands will fall idle unless, of course, they make the intelligent decision to be farmers. With unemployment comes indiscipline which is already being noticed among the young people. There is at present, a crying lack of technical and vocational institutions in the Naga areas and consequently all skilled and mechanical jobs are held by people from other states of the country.

The difficulties that Manipur's youth experiences in both its urban and rural areas are highlighted by Singh (1995). He reports that the majority of these young people do not work productively full-time. Such adolescents have plenty of free time to roam around the neighbourhood doing nothing. These young people can be an issue in rural areas on occasion, especially after harvest. They would argue and fight after spending the entire day drinking and gambling. Due to a lack of career options, urban peers also have plenty of free time. Some of them steal bicycles to generate money because they are alcohol addicts.

Kedilezo Kikhi (2006) writes that the majority of the educated population in Nagaland relied on the service industry due to the state's weak industrial sector and underdeveloped agricultural sector. One can observe that Nagaland's educational

institutions are consistently creating educated young people, but there are few job prospects compared to the labour need. There is no equilibrium between the supply of workers and the demand for their services. Consequently, open unemployment occurs when qualified and willing job seekers are unable to find jobs and continue to be unemployed.

For both genders, the problem of educated unemployment is worse in urban than in rural areas. Because most educated unemployed people believe that investing in their education should pay off in the form of high-paying work. Increased hopes, aspirations, and preferences for these white-collar positions result in a supply and demand imbalance in the labour market, which in turn causes unemployment in society. Unemployed young adults with education are people who have completed secondary school or above, are available, and are looking for work. Education is a crucial tool for imparting knowledge and skills as well as for fostering competence and self-assurance in order to succeed in society. (Reimeingam, 2010).

Unemployment and Deviant Behaviour

The youth frequently deal with a variety of uncommon obstacles. The difficulties faced by youth differ from nation to nation. Regardless of this, the difficulties put the youngster at risk for engaging in criminal activity and other so-called deviant behaviour. Youth deviant behaviour perception strongly correlated with work position, education and training.

Long-term unemployment has had a variety of negative effects on an individual's physical and psychological health. Long-term unemployed guys are more likely than other people to experience various problems, such as high systolic blood pressure, alcohol intake, and an increase in crime rates. Therefore, increasing health symptoms, deteriorating health behaviours, and increased substance usage are all associated with juvenile unemployment. In general, the usual effects of adolescent unemployment include socially unsettling results like drug and alcohol misuse, early pregnancies in young girls, and other such things. Additionally, the affect is most prevalent among the most vulnerable groups in society, such as minorities from working-class families, school dropouts, and students with poor academic records (Petersen & Mortimer, 1994). A long period of unemployment destroys a man's self-respect and dignity; it

breeds dissatisfaction and, eventually, a sense of helplessness; it reduces his ability to focus and his capacity for engaging in everyday fun (Gilmer, 1967)

According to Hayes & Nutman (1981), those who are looking for job but are unable to find it are considered to be unemployed. Unemployed people are those who are available for employment but are unable to find it. Numerous societal issues, including gambling, rebellion, theft, dacoity, murder, etc., may result from it. Due to youth unemployment, antisocial groups are formed and continue to engage in antisocial behaviour.

Certain behaviour is unacceptable or antisocial if it meets any one of these three criteria: it prevents a person from functioning effectively with others as a member of society; it prevents the individual from meeting his or her own needs; and it has a detrimental impact on the wellbeing of others (Roberts, 1981). At the individual and local level, as well as in both high- and low-unemployment areas, there has always been a substantial correlation between unemployment and crime (Kapuscinski, et.al. 1998). According to Ehrlich (1973), unemployment has an impact on the crime rate. According to him, the unemployment rate can be used as an additional measure of the income opportunities present in the legal labour market. As a result, as the unemployment rate rises, less chances in the legal sector arise, which encourages people to engage in illegal activity.

Uncertainty may cause significant levels of stress in the early stages of unemployment, although it has been proposed that the pace of decline approaches a plateau after six months. Unemployed people continue to have worse mental health, but their physical and psychological wellness degrade at a far slower rate. These psychological adjustments are accompanied by people creating new routines at reduced levels of activity, maintaining lower levels of spending, and avoiding potentially dangerous circumstances. This might cause unemployed managers to become more passive and accepting of their circumstances, which may offer some insulation from further deterioration in psychological wellbeing but hinders job searching and their "rehabilitation" into a managerial position (Duffield, 1994).

There are many forms of social disorder coming from the youth unemployment. There are reports of robbery, burglary, kidnapping, rape and other vices. It is of general belief

that such acts are carried out by unemployed youths that are not stable in the job market. Most of the unemployed youth wonder around without any means of livelihood. In such a case, the only alternative is to find a device to survive. When youths are unemployed there are more tendencies towards deviant behaviour. Involvement in drug uses of the unemployed youths is observed more because they want to be far removed from the society. It can also lead to suicidal tendencies, which in some cases youth commit it (Chukwuemeka et.al, 2012). Another fearful effect of young unemployment is idleness and dangerous behaviour. In practically all communities, particularly in developing nations like Bhutan, this is a blatant representation that can be seen almost everywhere. It is said that adolescent unemployment in Bhutan is a contributing factor to the country's escalating rates of juvenile crimes, theft, drug addiction, and other social problems (BNCA, 2005).

According to Vinamaki et al. (1994), prolonged unemployment poses a serious threat to mental health, and it has been repeatedly observed that those who are jobless have greater rates of depression, anxiety, and distress as well as poorer self-esteem and confidence. According to Y.K. Singh (1990), the unemployed experience more difficulty adjusting to changes in their home, health, social, and emotional lives, as well as in their community. A protracted period of unemployment destroys a man's self-respect and dignity; it breeds dissatisfaction and, eventually, a sense of helplessness; it reduces his ability to focus and his capacity for engaging in everyday joy (Gilmer). There is some proof that young people without jobs are more likely to experience mental and psychological disorders (Junankar, 1986). Additionally, it has been suggested that youth unemployment is to blame for an uptick in crime and unrest (Junankar, 1984). According to research by Brenner and Starrin (1988), Kieselbach, and Svensson (1988), unemployed people are generally less well adjusted than employed people and are more at risk for developing psychological disorders.

Farhat (2009) looked at the socioeconomic effects of unemployment in metropolitan areas in terms of the kind, scope, and direction of changes in social relationships as well as the attitudes of jobless people toward society. One hundred respondents were chosen at random from the city for the purpose. The majority of respondents firmly answered that they thought those with jobs were more confident than people without jobs. One of the main claims made by respondents was that unemployment had an impact on the

socioeconomic standing of the family, caused poor mental health, and increased levels of crime, drug addiction, and suicide in society.

In Dabla (2007) "Emergence of Late Marriage in Kashmir," the pioneering sociologist discovered through his research that a variety of socioeconomic conditions were to blame for the rise in late marriage. The impacts of the society's changing in some areas were also felt in other areas too. He claimed that the main reasons for the slowdown in marriages in Kashmir were unemployment, the expense of wedding ceremonies, the pursuit of higher education, and the dowry system.

“Thus, there is friction in the society as a result of the growing issue of youth unemployment. Unemployment not only causes economic problem but it also causes social problem which many a time becomes a far reaching consequences. Often it is claimed that an unemployed person do not get due respect which results in poor relations with peer groups and other members of the society. One has to unnecessarily delay his family life up to the age of 30-35 years due to lack of adequate sources of income and surety of job. One could not maintain his social status and dignity. Even individual's human rights and values gradually demised. Frustration, depression and many other evils overcome one's mind and thought. One remains no more interested in society as well as in family. Gradually one derails from the mainstream and a lust to earn money may involve him in anti-social, illegal and anti-national activities. Such youths fall in the easy prey of terrorists and anti- social elements who misuse them for creating social tension, social disharmony, thwarting national integration and breaking law and order” (Singh, 2009, p.222). The educated unemployed youth confront the most problems with joblessness, unemployment, and obtaining a suitable job. It is extremely discouraging to observe educated youth who have dedicated half of their waking hours to their studies queuing at job exchange agencies. It is nothing new or unexpected to discover how those years spent in school turned out to be a waste of time, turning them into idle gossipers, lethargic, and slaves of pleasure (Dixit et al., 2011).

Additionally, according to the social control theory, a person is more likely to commit a crime when no one or no social institution is watching what they do; in other words, when social pressure to behave in a certain way is removed. As a result, criminal activity rises when a person is unemployed since they are no longer subject to the

traditional constraints imposed by workplace routines and relationships with co-workers. This increases the likelihood that he or she will act on any urge to participate in improper behaviour. Last but not least, the social learning hypothesis contends that a person becomes more likely to commit crime when they associate favourably with other deviants, or when they hang out with the wrong crowd (Agnew, 1992; Patacchini & Zenou, 2008). Due to the daily increase in unemployment, spending an excessive amount of time unemployed also increases the likelihood that a person would associate with undesirable people and begin engaging in criminal activity (Patacchini & Yves, 2007).

Ab Saleem (1997) also did an analytical study on the influence of unemployment on unemployed people's psychological well-being, as well as their feelings of frustration and lack of self-confidence. As the term of unemployment lengthens, so does this feeling. It has a greater impact on married people who are responsible for a family than on single people who are unemployed. It allows married people to accept any job that pays less and may not suit their educational level.

Unemployment problem does not stop here. It further leads to many problems and difficulties, hindering the growth and development of the state. Unemployment can turn man into a 'caricature of himself, giving him the appearance of being stupid and lazy with no concern for the future.' He learns to live with his failure by lowering his life's goal and by other rationalising measures which effectively remove him from ordinary society' (Liebow 1972). Such social withdrawal would mean that society ceases to have any claim on the loyalty of such individuals. Thus, from the society's perspective employment would ensure bringing large masses of people, who are at present on the fringes, right into the national mainstream. Therefore, youth unemployment poses a serious threat to the state's stability and growth.

Next to the problem of population size and growth, unemployment and underemployment are the major social problems confronting our society. Mahalanobis tells that "unemployment and underemployment constitute the greatest social problem in the country at present," and adds that "this is why it has been decided that an important aim of planning in India must be to get rid of unemployment in ten years." It is true that problem of unemployment and underemployment are partly accentuated by the rapid growth of population; but their nature is rather complex and they are generated in one

form or the other by the process of economic development and the consequent changes in the traditional occupational structure.

In the context of Indian society three significant trends deserve special mention. First, there is not only widespread unemployment in urban areas in general which is reported to be as high as 10 per cent of the urban working force in 1953 (but seems to have been increased since) but unemployment exists among educated, though estimates vary depending on the definition of the term education and are mere guess work. Quite a number of trained persons in engineering, medicine, and other professions were reported to be unemployed, and it is believed that the proportion of the educated unemployed has considerably risen in recent years.

According to Madelbaum (1970), the comparatively high rate of unemployment among educated individuals is a sign that it is a waste of money to educate and train young people who are then unable to find employment for which they have been taught. It also highlights a political problem because it will breed discontent among the literate and trained persons of the cities. Second the problem of underemployment is unique to the rural economy of the country. Thirdly, the low productivity per worker in the different sectors of Indian economy complicates the nature of both rural and urban employment.

The cost of keeping a large number of people unemployed or underemployed constitutes an enormous waste of potential wealth to the society as a whole apart from the physical, moral, and psychological losses which are entailed upon the individual. Moreover, if highly educated people of the society have to remain idle, it will not only mean a great loss of valuable human capital but will threaten the security and stability of our country. On May 12, 1969, the Prime Minister expressed concern over the unemployment which she said was on the whole as a result of the faster growth of general education "than of the economy as a whole."

No wonder, the Nagaland Nationalist Organisation expressed its concern over the problem at its seventh General Session (January 30-31, 1970), and called upon the government to take the matter seriously in hand and train the youth in the various trades and vocations. The Statesman special correspondent writing on the problem went to the extent of saying that "the cumulative effect of educated unemployment would lead to a revival, of the demand for secession". We need not exaggerate the danger, but the fact remains that it is going to be a formidable problem and will have to be tackled with

promptitude and imagination. The Third Summer School in the Sociology of North-Eastern India's Hill Regions, held in Kohima from April 7 to 14, 1970, offered the following recommendations on the problem:

"The region's educational development should be tailored to the region's economic growth needs. A range of skills would be in demand due to the rising diversification of vocations as a result of the rise of industry and transportation. People should be prepared for white-collar work in government offices rather than replicating the liberal education programmes provided by the nation's oldest universities. A focus should be made on career-oriented education that would teach pupils carpentry, smithy, turning and fitting, and other trades, as well as subjects like animal husbandry and forestry. Additionally, this would decrease the demand for extensive skilled labour imports and ease pressure on white collar occupations and professions like engineering and medicine.

Although there are numerous alternatives for the educated unemployed, the issue of educated unemployment has occasionally gotten worse. These escalating inclinations are the result of several different variables. Some of the most significant explanations to travel to India include the following:

- i) The overproduction of educated people.
- ii) Unchecked growth in secondary and higher education.
- iii) Inappropriate education: The expansionary system has strong connections to real-world issues. In fact, one of the UGC annual reports made it quite evident that the current educational system is producing a lot of waste and stagnation. Additionally, the Kothari Commission (1964-66) acknowledged that there is a significant gap between the information in National development (Ahuja, 1997).
- iv) White-collar employments are preferred by educated people over physical and industrial work.
- v) The secondary and higher education have adopted an open-door or invite-all policy, resulting in the greatest number of educated unemployed..

Not every young person has the same access to education; some have completed higher education while others have dropped out at various stages owing to a lack of funding or other reasons. Whatever the case, youngsters are equally impacted by less employment options and continue to lead unproductive lives in both scenarios (Nongkynrih, 2009).

Every action has a reaction, but the consequences of unemployment are typically particularly bad for society. Living without a reliable source of money is incredibly challenging. Youth with education who are jobless are susceptible to mental tension, rage, despair, and confusion. All of these feelings have the power to actually break a person down, and as a result, they may become prey to social problems like terrorism, theft, dacoit, murder, etc. In the end, if it is not stopped and reversed, it may result in the breakdown and collapse of society as a whole. One's prospects of living a pleasant and fulfilling life are significantly influenced by their employment. It also has a significant impact on our thoughts, feelings, and actions. The employment a person holds also shapes and has an impact on his or her standing in the family and in the community.

Problem, Challenges and Opportunities

According to Vikash, P. (2014), India's unemployment issue is a significant one because so many educated youth are out of work. It also discusses how quickly problems brought on by unemployment are developing. Therefore, it demonstrates that all educated youth, both sexes, must find employment with any grade; otherwise, the problem of unemployment will make it impossible for the country to develop.

Mark and Richard (2014) discussed the topic of educated unemployment in India. As part of their collaborative initiative on manpower and educational planning in India, the Higher Education Research Unit of the London School of Economics and the New Delhi Planning Unit of the India Statistical Institute worked on this study. The paper included recommendations for resolving the educated unemployment issue. In their conclusion, the writers discuss "Causes of Educated Unemployment," the decline in educational standards, and how to control the supply of educated workers. The way the Indian labour market operates, government hiring practices, the joint family institution, and national culture all have a substantial impact on the high rate of educated unemployment in the nation.

Gomathi, V. and Neela, M. (2016) discuss the breadth of issues that Indians are currently dealing with, including the dilemma of youth unemployment. It explains why there are now an alarming number of young people without jobs in the nation. In India, there are about 600 million people under the age of 25, and about 40% of people are

between the ages of 13 and 35. Therefore, this essay advises that the youth population be examined if youth in India are to stay on the proper road. The problem could be the rivalry for youth employment, a lack of work skills, and skill-based occupations.

According to Anurag, R. (2013), India's biggest issue is unemployment. The author makes references to earlier times when the majority of people lived in rural areas and relied on agriculture and small-scale manufacturing. However, the situation changed as a result of industrial civilisation. It brought machines, and since a single machine can perform the duties of several men, it was only logical that many people lost their jobs as a result. Without a question, modern industrial society has substantially expanded consumer demand and created a wealth of new employment opportunities. The individuals, who were released, however, were unable to be absorbed by this expansion of employment opportunities.

According to Sinha, D. (1972), families become more confident that they would never be able to find employment for their members as the difficulty of unemployment increases. It shows that long-term unemployment can make a person feel more alone and cut off from their community and society due to a lack of income, which causes shame within the individual. It can also widen the gap between peers and cause a person to withdraw from social, political, and cultural activities.

The extent of work-related stress and its varied manifestations in the United States were described by Keefe, K. (1984). The author addresses the physiological, psychological, interpersonal, and identity-related components of this stress, drawing on recent research. The essay also explains the relationship between problems like unemployment, stress, and others. These connections, which span the physiological, psychological, and interpersonal domains, may make it easier to help the increasing number of young people without jobs who need social services. Additionally, it might offer directions for future study and social advocacy.

According to Dev, S. M., and Venkatanarayana, M. (2011), an increase in the number of young people without jobs appears to be one of the causes of India's impending economic downturn. Although enrolment rates in schools and colleges are rising, there are not enough young people entering the job force or participating in the market. Therefore, the dilemma of youth unemployment and underemployment would continue

to be a serious policy concern in India for many more years. It looks at patterns in things like growth, employment, working poor, and unemployment.

Focusing on Zimbabwe's situation specifically, Bhebhe, Nair, Zororom, Sifile, and Desderio (2015) examine the implications of educated youth unemployment on the African continent. Reviewers note that Zimbabwe is a victim of the success of its educational system when it comes to educated youth unemployment. Since the country gained its independence in 1980, there has been an increase in the number of educated youth who possess degrees from schools, colleges, and universities. It demonstrates that the majority of educated youngsters without jobs also struggle to advance to the next phases of marriage, family formation, leaving the parental home, and independence from parental assistance. While some educated young women discover that their age partners are unable to propose marriage to them due to unemployment. As a result, they wind themselves dating wealthy, married older men, which not only causes marriages to fall apart but also the spread of STDs like HIV/AIDS.

The high rates of youth unemployment require serious consideration by policy makers in order to lessen the frustrations experienced by recent graduates entering the workforce as well as to reduce the likelihood of alienation and widespread evidence of antisocial behaviour among youth across the nation. Youth unemployment has contributed to some of the tensions that have given rise to "sons-of-the-soil" movements across the nation, as well as possible instability in a number of border states. To examine and evaluate their impact on the employment situation, various initiatives launched by Indian planners and policy-makers during the past several decades warrant close examination.

Every country has some level of corruption, but the impact it has on unemployment varies from one to another (Orwell, 1978). Amundsen looked further into the idea of corruption in terms of favouritism and nepotism. Favouritism, according to Amundsen (1999), is the practise of using authority granted by the state to benefit friends and other people in a close enough proximity. On the other hand, nepotism refers to favours given to family members without taking into account their qualifications. The high and mighty have perfected this art, and they are doing whatever it takes to improve their own without considering how it would affect society as a whole.

(Sen, 1999) contends that legal measures can turn otherwise if illegal means are involved. This is due to the fact that those who are corrupt participate in breaking already established regulations and laws for their own personal gain. Even religions have recognised corruption as a violation of human rights, including Christianity, Islam, and Hinduism, among others. Therefore, corruption is terrible and unethical whether we approach it from the perspective of employment or the perspective of human rights. According to Nye (1967), unemployment and corruption are related. According to Nye, those who work do corrupt things for their own advantage, which deviates from their official responsibilities for the position they occupy. During recruitment/ employment selection the corrupted people take this possibility to make dishonest selection for their personal financial interests breaching the basic principles and norms of employment. Through this, brilliant brains, if given the chance, would have altered the economy, remain unemployed and poor forever.

The educational system is still unbalanced, with more emphasis placed on theoretical than on practical knowledge. Because of this, the educated youth of the state have struggled to keep up with the rapidly changing market demands of the modern economy. The state's, notably the Punjab region, inability to grow its industrial sector has been hampered by ongoing political instability, difficult terrain, and a lack of infrastructure. A significant portion of the state's educated youth are not being employed since the industrial structure, whether public or private, is in disorder. The educated unemployed youth of the state have oriented themselves only towards the government sector because there is a weak or nonexistent private sector and because it appears to have reached a saturation point in terms of absorbing educated labour. On the one hand, there is a sizable army of secondary school dropouts, graduates, and postgraduates who have been jobless for a long time, and on the other hand, the majority of educated youth are reluctant to leave the state for opportunities and better jobs due to the conflict situation in the state, placing pressure on the already paralysed economic activity of the state.

Using youth unemployment, Bouzid (2016) conducted an empirical investigation of the link between corruption and unemployment. According to his findings, corrupt hiring practises by government officials lead to higher unemployment rates for educated

workers and young people. This leads to more corruption because job seekers frequently offer bribes to officials in order to obtain employment.

The mismatch between graduates' aspirations and the work opportunities available to them is what causes educated unemployment. Given the consequences of the US economy's current crisis, several recent graduates have struggled to find employment in their field of study for more than a year and have been forced to take up odd jobs or work in the service sector in order to make their sizable student loan payments. If the job market for graduates does not improve soon, high levels of long-term graduate unemployment pose a serious threat to US higher education institutions, which risk losing a significant amount of societal relevance.

High rates of unemployment and underemployment among university graduates, according to Weligamage and Siengthai (2010), indicate a mismatch between supply and demand circumstances for graduate employment, reflecting a supply driven education system relevant to labour market conditions.

With the growing alarm of educated unemployed youth mainly in the urban areas, the Indian state began to start addressing the issue. However, without proper policy and inadequate safety measures only seemed to have widened the socio-economic gap that already was there. The growing numbers of unemployed youth in the cities ended up feeling frustrated and look for easy solutions. The existence of criminal activities and lack of social welfare measures in the cities opened ways for youth to most dangerous situations (Prakash, 2013).

Majumder, R., and Mukherjee, D. (2013) show how the participation of young people affects economic growth. The growth in educated youth unemployment is giving rise to a number of societal concerns that are causing friction and conflict throughout society and are quickly becoming a nightmare. This article primarily focuses on the problem of skill development in education, which affects young people in India and creates uncertainty.

According to Laskar (2013), youth are a nation's future. It was determined that progress represents the nation's expansion. As a result, the author believes that one key strategy for reviving the economy is to educate, train, and support young people in their entrepreneurial endeavours. It implies that the availability of entrepreneurs is a crucial

requirement for industrial and economic development because of the advantages it brings to the creation of job possibilities. The fundamental cause of Northeast India's continued economic weakness in comparison to other Indian states is the absence of a suitable ecosystem for the growth of high-quality entrepreneurship. Consequently, a large number of young people from different groups are unemployed today, notably in the north-eastern districts of India.

In India, the reality is that the youth are increasingly facing the gap between demands in the labour market and the educational qualification that colleges and university provides. There is a high generation of overqualified youth, but who are underemployed or unemployed and is frustrated. It is a great threat for India, because this is the group of young, dissatisfied generation that the country has to deal with (Kasturi, 2013). Manik Sarkar stated that the National Skill Development Mission (NSDM) should place equal emphasis on creating opportunities for employment as it does on skill development. He continued, "The five decades of terrorism in northeast India have their roots in unemployment." The unemployed youth are misled by adversarial forces to join separatist groups.

Youth unemployment is one of the most important challenges at the worldwide level, according to Batu, M. M. (2016). The topic of this essay is figuring out what causes youth unemployment. The study demonstrates a strong correlation between regional location, sex, marital status, and education and youth unemployment. The data demonstrates that a lack of funding and a lack of employment opportunities severely restrict young people's desire to start their own business. Therefore, the government must raise issues in order to intervene later.

According to Jha (2013), the seven north-eastern Indian states have thus far been unable to keep up with the rate of national growth. Even while the government annually allocates funds for the improvement of infrastructure and other areas, the results have fallen short of expectations. Developmental difficulties are brought on by the region's distinct topography, climate, language, and ethnic makeup. The region has similar issues such a lack of infrastructure, particularly when it comes to connectivity. In terms of industry, the NE regions need to make infrastructure improvements because these areas lack infrastructure despite having plenty of resources available. If resources are practically linked together by supporting micro level, small-scale industries, rural

entrepreneurship, and integrating it with local as well as international markets, there is potential to create employment and ensure better living conditions for NE people as well as for unemployed youths. In order to foster an entrepreneurial system and encourage an entrepreneurial mindset, the government must offer several programmes. Therefore, NER has the potential to develop into a centre of entrepreneurship that will benefit young people without jobs. In order to ensure development with objectivity and allow the NER to fully realise the potential of its human and natural resources, activities in this track must be planned together with the full cooperation of the Government, credit agencies, and the local community.

Every Naga parent wants their sons and daughters to become a government employee or officer. Their expectation is so high from their wards that they even go to the extent of sacrificing whatever they have in order to achieve that. And when such expectations are not met there are various consequences leading to youth restiveness, alcoholism etc.

1.4 STATEMENT OF THE PROBLEM

Every nation on the planet faces unique issues and difficulties. Among these are the rising tide of deviant behaviour and youth unemployment, both of which have major repercussions for the growth of the country. One of the most significant societal issues Nagaland is currently dealing with is unemployment. When people are out of work and actively looking for work, it is considered unemployment.

Educated unemployment problem in Nagaland is affecting not only the individual, but also the family and the nation in general. Unemployment is a serious issue that is hindering the economic and social growth of the society. Educated unemployment in Nagaland is increasing at such alarming rate that, it is said that as on 31st December 2013, there were 63,733 educated unemployed youths in Nagaland who are in the registered list of the Employment Exchange. Out of which, 41,306 are males and 22,427 are women. If this case continues, the phenomena would result into serious social issues. What will be the situation of our society when we observe such growth? Is Nagaland ready to accommodate such large number of educated unemployed youths in the future?

Along with the high growth rate of educated unemployed Naga youths, Nagaland state is also lacking vocational and professional institutes. We can observe that educational institutions in Nagaland are consistently producing educated adolescents, yet employment prospects are constrained in comparison to the labour supply, as Kikhi (2006) correctly notes. The supply of workers and the demand for their services are out of balance. The reason for open unemployment is that educated individuals who are able and eager to work are looking for job but are unable to find it. As a result, they remain unemployed. According to World Colleges Information⁴ (2001) Nagaland has only one University, two Teachers Training Colleges 35 Arts and Science Colleges, two Polytechnic.

The highest unemployment rate in 2010 was among those with only an elementary education or less in 25 out of 27 developed countries. Yet a good career is not always guaranteed by a high level of education. Beyond the requirement to guarantee everyone has access to it, the lack of a properly adapted education to the demands of the labour market results in both young people's failure to find employment and employers' inability to hire the necessary skills. High unemployment rates worldwide and the emergence of a skills crisis have been brought on by this, together with the economic crisis and the insufficient job creation in many countries.

Sufficient to mention that Nagaland has weak industrial sector, the youth today flock together in the public sector for their employment, but the irony is recruitment in the public sector has a bottle neck which can absorb only a handful. Nagaland has witnessed a mushrooming of educational institutions since its attainment of statehood. These educational institutions on the other hand produces hundreds and thousands of graduates and post graduates every year, only to tag as educated unemployed youth of the state. The rapid expansion of education coupled with stagnant economic development has created a situation whereby numerous educated youths in the state are left jobless. The question is- Is the quality of educations in the state not up to the mark that educated youth remain unemployed? Is the state government competent enough to bridge this gap and ensure that young people are equipped with the skills employers are looking for?

⁴ worldcolleges.info bring together all of the world's schools, colleges, educational institutions, universities, training institutions, and corporations under one umbrella. This combination attracts students from both urban and rural areas to institutions.

The result of globalisation has led to many changes in society. Preferences and choices have shifted from manual to desk job, from simple to modern style of living. The number of unemployed educated young people has reached frightening levels. Graduates and post-graduates are pacing the streets in quest of work. The number of unemployed persons rises when the economy is slow.

In Nagaland 700 out of every 1000 persons are in the working age group. This figure is higher than the All-India average (613) as well as higher than all other states in the North-east (Tripura with 665 for every 1000 persons comes a distant second in the region). This is a source of human resource that can be tapped for future growth. An advanced economy like Japan or any of the Nordic countries will be only too happy to have such a young workforce in their country. Nagaland is having such a high proportion of people in the working age group; it is considered that to have a meaningful life, they should be engaged in economic activities. But it is not the case with Nagas. From childhood till adulthood, it has been instilled that to get a government job one should excel in their studies. However, when they are deprived of job even after they acquired the said qualification, they feel rejected and de-motivated and they lose trust in the people around them. From this; there are many questions to ponder on: are Nagas only learning to get a government job? Are Naga youth not competent enough to work outside the state? Are Naga youths not adventurous to explore avenues outside the country? Are Naga youth home lovers that they would compromise everything to remain in their home state?

Nagaland is currently a problem-ridden state, with issues ranging from unemployment to insurgency, extortion, killings, drunkenness, and drug addiction. Much anti-social behaviour stem from frustrations in life brought on by unemployment. As the phrase goes, "an idle mind is a devil's factory." The mind of an unemployed person conjures up evil schemes, which are exacerbated by dissatisfaction. Deviant behaviour is manifested in one's actions for these reasons. Anomie, according to Durkheim, is caused by the structure of society, not by abnormal personalities. In today's Naga society, government work is viewed as a cultural ideal, however there is a shortage of government jobs to accommodate the state's whole educated young.

Unemployment problem in Nagaland is posing a great threat for many young educated people and their parents in the recent days. Getting coveted government jobs becomes a

tough task due to the limited number of jobs opening available and the existing high competition makes the average ones to shy away even from applying for those posts. On the other side the private sector employees remains as underpaid and the well-paid private jobs becomes competitive and is accessible only to the talented ones.

1.5 OBJECTIVES

- To study the present scenario of educated unemployment in Nagaland.
- To find out the deviant behaviour of unemployed youth in Nagaland.
- To study the problems, challenges and employment opportunities of educated unemployed youth.

1.6 HYPOTHESIS

- Lack of employment opportunities causes deviant behaviours among the educated unemployed Naga youth.

1.7 AREA OF STUDY

Nagaland (Universe of the Study)

The State of Nagaland has a total area of 16,579 sq. km. It is located between latitudes 25°6' and 27°4' north of the equator as well as the longitudinal axes 93°20' and 95°15' east. Manipur to the south, Assam to the north and west, Arunachal Pradesh to the north east, and Myanmar to the east all form part of the state's borders. According to its topography, the state is mountainous, with elevations ranging roughly between 194 and 3840 metres above sea level. With a height of 3,840 metres above sea level, Mount Saramati in the Kiphire district is the State's highest peak. People of the mongoloid race live in the state of Nagaland. The population is made up of numerous tribes, each with its own unique languages and cultures. The majority of the state's population relies on agriculture for a living. The 2011 Census indicates that Nagaland has a population of 19,78,502. Rural areas are home to 71.14 per cent of this population. There are 119 people per square kilometre of land. Kohima, Mokokchung, Tuensang, Wokha, Zunheboto, Phek, Mon, Dimapur, Peren, Longleng, and Kiphire are among the state's eleven districts (Nagaland Statistical Handbook, 2018).

The universe of the study is Nagaland. However for all the practical purpose of the study it is delimited to three districts, namely, Kohima, Dimapur and Mokokchung.

Kohima: The capital of Nagaland is Kohima, which is bordered by the states of Assam and the Dimapur district in the west, the district of Phek in the east, the state of Manipur and the Peren district in the south, and the province of Wokha in the north. One of the oldest district in the state, with a population of 267,988 people, including 138,966 men and 129,022 women (2011 Census). Kohima is both a municipality and a district. In the Kohima district, there are 183 people per square kilometre in 2011. Kohima's average literacy rate increased from 78.00 in 2001 to 85.23 in 2011. When gender is taken into account, male and female literacy rates were 88.69 and 81.48, respectively. According to the 2011 census, 45.18 percent of the people of Kohima live in the district's urban areas. There are 121,088 people who reside in urban regions overall, with 62,597 men and 58,491 women. According to the 2011 Census, the average literacy rate in the Kohima district was 90.09 per cent, with males and females having respective literacy rates of 92.26 per cent and 87.74 per cent. In reality, 95,505 persons in the urban area are literate, with a gender split of 50,767 men and 44,738 women. According to the 2011 Census, 54.82 per cent of the people of Kohima districts reside in rural or village areas. There are 146,900 people in the Kohima district who live in rural areas, including 76,369 men and 70,531 women. The sex ratio in rural Kohima district is 924 females for every 1000 males.

Dimapur: The district of Dimapur is bounded by Kohima district in the East and Peren district in the South and Assam on its North and West. The region is the only sub-micron region in Nagaland. It is one of the fastest developing towns in the region both industrially and commercially and has good communication with the rest of the country. According to the 2011 census, there were 378,811 people living in Dimapur, with 197,394 men and 181,417 women. In 2011, Dimapur's literacy rate was 84.79%, up from 76.9 in 2001. In the Dimapur district, there were 278,037 people who could read and write, with 150142 men and 127895 women. 52.23 percent of the entire population of Dimapur as per the 2011 census resides in the district's urban areas. There are 197,869 people who reside in urban regions overall, with 103,959 men and 93,910 women. According to data from the 2011 census, the gender ratio in the Dimapur district's urban area is 903. According to the 2011 census, 47.77 per cent of the people in the Dimapur districts reside in rural villages. There are 180,942 people in the

Dimapur district who live in rural areas, including 93,435 men and 87,507 women. The sex ratio in Dimapur district's rural parts is 937 females for every 1000 males.

Mokokchung: Mokokchung is one of a major district in Nagaland. It is mainly occupied by Ao Naga tribe. It is bounded by Assam to the north, Wokha to its west, Tuensang and Longleng to its east, and Zunheboto district to its south. It is called the land of pioneers and also considered as the cultural and intellectual capital of Nagaland. It is the third most prominent district in Nagaland besides Dimapur (Commercial hub) and Kohima (Capital). Males and females made up 101,092 and 93,530 of the 194,622 inhabitants of Mokokchung in 2011 correspondingly. According to the 2011 census, Mokokchung has an average literacy rate of 91.62 per cent up from 83.92 per cent in 2001. According to the 2011 census, 28.63 per cent of the people of Mokokchung live in the district's urban areas. In all, 55,725 individuals live in urban areas, with 29,719 men and 26,006 women. According to the 2011 census, 71.37 percent of the people in the Mokokchung districts reside in rural communities. There are 138,897 people in the Mokokchung district who live in rural areas, including 71,373 men and 67,524 women. Mokokchung is known as the Land of Pioneers, as well as Nagaland's cultural and intellectual capital.

1.8 METHODOLOGY

This study is based on comparative and empirical method. It consisted of both primary and secondary sources. For the collection of primary data/ information, a questionnaire was administered to the three hundred educated unemployed, so selected for the purpose of this work. The questionnaire was framed to fulfil the objectives of the present research. Both closed and open ended questions were asked. There were no choices provided in the open-ended questions. While the respondents had to choose one or more options from a list of possibilities based on their judgement, understanding, and experience in the closed-ended questions.

Books, journals, newspapers, magazines, periodicals, press releases, flyers, websites, and other published sources were used to gather secondary data. In addition to the Census Report and the National Sample Survey, secondary sources included the Annual Administrative Reports (AAR), Human Development Report, Directorate of Economics and Statistics (DES), Directorate of Employment and Craftsman Training, Employment

Exchanges (DECTEE), Directorate of Employment and Statistics (DGE&T), and Directorate of Employment and Statistics (DES) (HRD).

1.9 SAMPLING DESIGN

A stratified random sampling was used in the study. The respondents representing three districts that constituted both male and female, and person having passed class XII and above and not employed in any sector were included. The study has sample sizes of 300 respondents' i.e., 100 respondents each from the three towns that represented in the universe of the study.

The study covered various perspectives of the research problem related to educated unemployment and deviant behaviour in Nagaland. The universe of the study is the entire state of Nagaland. However, for all practical purpose the study was delimited to three districts of Nagaland i.e., Dimapur, Kohima and Mokokchung districts respectively.

CHAPTER 2

PROFILE OF THE RESPONDENT AND OVERVIEW OF UNEMPLOYMENT IN NAGALAND

Today, unemployment is one of the most pressing issues facing practically all cultures; even the wealthy nations are no longer exempt from it. Youth unemployment is present throughout India, and Nagaland is no exception. The most important stage of life is youth. Modern youth face a variety of issues and difficulties, but issues with unemployment continue to be of the utmost importance to both people and society as a whole. Numerous educational institutions annually create thousands of educated individuals, but the bulk of them do not find career opportunities right away after finishing their studies. Depending on their level of education, and their socioeconomic situation, and the career opportunities on offer in their individual job markets, the length of their unemployment may differ. The most intelligent and agitated group in society is represented by the educated youth who are unemployed. As a result, if people are forced to sit around doing nothing productive, there will be a huge waste of both material and human resources. In addition, there would be imbalances in the socio-economic, religious, cultural, and political life of the society.

The constant increase of educated youth unemployment will have adverse effect on the lives of youth and society at large. It involves higher risk of future unemployment and may result in deterioration of skills of those youth who are unemployed for a longer period of time. Not only skills but it will have adverse effect on their mental health, hopes and aspirations. Unemployment has become like an epidemic affecting youths from all walks of life, skilled and unskilled, educated and uneducated. The distress and embarrassment felt by the unemployed and the horrible likelihood of being considered as useless, unwanted beings in society have cast a deep shadow of frustration on millions of our young minds, pushing them to a position of desperation. The growing mass unemployment and the destitution which stares in the face of the jobless in our country today is the single biggest factor for the widespread unrest among the youth.

Employment is a necessary condition to survive and progress in one's life. But the employment scenario in Nagaland is not very satisfying just like any other states. The number of job seekers in Nagaland is increasing day by day, but the employment

opportunities do not go along with the increasing rate of unemployment. It is very much limited and not proportionate. Nagaland has a very weak industrial sector with most of the educated youth depending on service sector or so-called government jobs. So much emphasis is been given to education that it is producing thousands of graduates every year with very limited employment opportunities. The mounting unemployment scenario in Nagaland is closely related to the state economic condition of not being able to create fresh employment in recent times. Thus, it has become a common vocabulary among the common man that corruption and unemployment are few of the many diseases that have infected the state today and hinder development. The alarming rate of unemployment and lack of employment opportunities leaves the educated unemployed youth in a confused situation with very limited solution. Therefore, this chapter aims to highlight the unemployment scenario among the educated youths in Nagaland.

This chapter attempts to understand the social, economic background of the educated unemployed youth in Nagaland. It also precisely presents the profile of the respondents and further discussed the unemployment scenario among the educated youth who are looking for jobs. It further attempted to discuss the extend of unemployment.

2.1 Profile of the Respondents

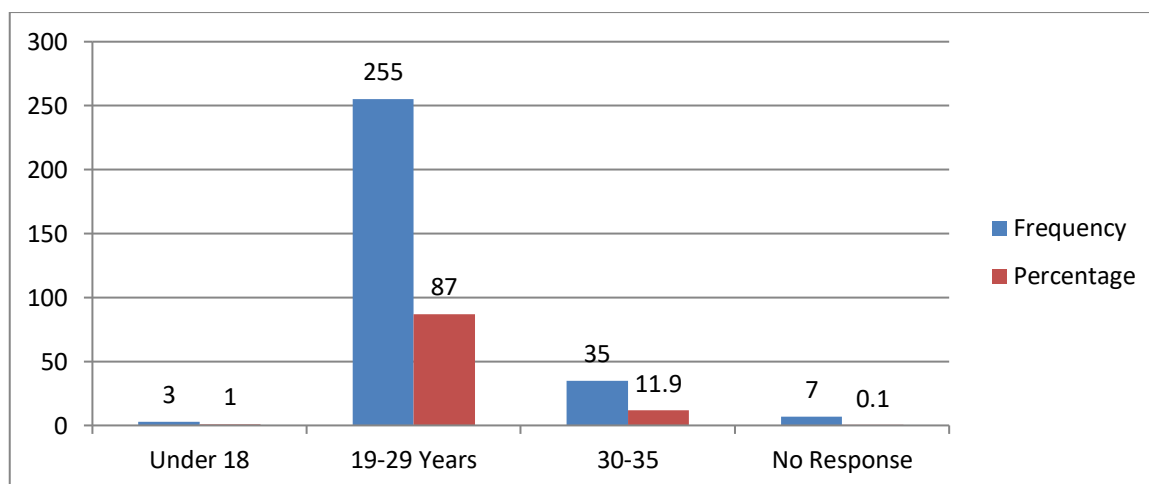
The study is based on a sample of 300 educated unemployed youth. The samples were collected from three urban districts of Nagaland namely Dimapur town, Kohima town and Mokokchung town. From the three urban areas 100 samples each were collected. The profile discusses the sex ratio, educational qualification, and the period of unemployment. Further it gives the overview of unemployment scenario of educated youths in Nagaland, their condition and support system during the time of study this study period.

Age

Age is considered as an important factor for understanding the stage of development in one's personality. It is presumed that a person in a particular age should have acquired certain level of things, in the form of job, status, marriage, education etc. Age as a major determinant in the development of one's life process; therefore, it is important

for the research study (Bajpai, 1992). Thus, age could help in understanding multiple systems and diverse specialities within the discipline (Riley, 1987).

Figure 2.1 Respondent Age



According to the above (Figure 2.1) the respondents' under the category of 18 years of age showed the least percentage 1 per cent. A youth at age 18 is normally in higher secondary school level hence question of job seeking do not significantly arise. While an overwhelming majority 86.5 per cent i.e., 255 respondents were in the age category of 19-29 years. Indeed, this age group of 19-29 years is one when a youth is normally graduated or post graduated and is at the busiest stage of life seeking for job indeed many gets into job by this age. It may be stated Nagaland State Government have set maximum age limit for entering to government job as 35 years of age. It is also the age where proper guidance is needed since majority of youth decides the fate of life and career for its future. It is also clear from the above figure that unemployment rate is increasingly high among the most vital and intelligent population and the future of the state and if not employed in time, it may create a serious problem and can witness a huge loss of skills and resources which they could have contributed for the development and growth of the state in a given time.

Generally, for any government job the minimum age requirement is 18-year-old while normally below 18 years of age is a time one who is in high school or higher secondary school hence looking for job do not arise in most case.

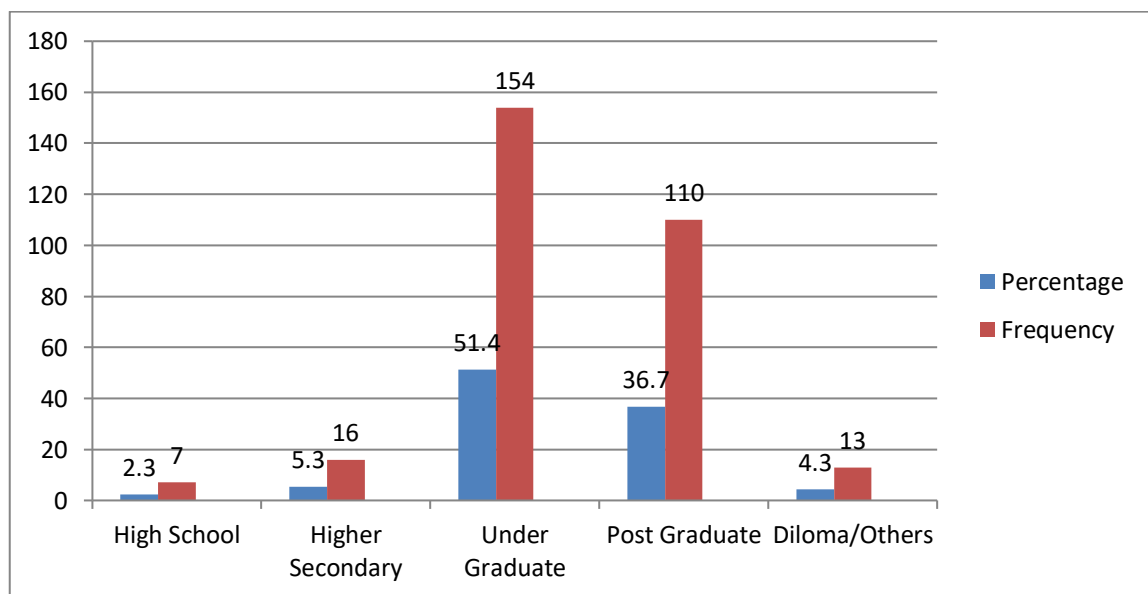
In the National Youth Policy of 2003, the term "youth" was defined as a person between the ages of 13 and 35. However, in the current Policy Document, the term

"youth" is defined as a person between the ages of 15 and 29 in order to have a more targeted approach when it comes to various policy interventions (National Youth Policy, 2014). Different countries have different estimation about the working population. It is said that India is the youngest country amongst the BRICS. India's working-age population is predicted to reach 592 million by 2020, second to that of China's (776 million). In India, the median age is anticipated to be around 29, which is significantly younger than the corresponding figures which is way lower than China (42 years), Russia (38 years) and South Africa (27 years) (Joshi & Kunduri, 2017).

Thus, going by the above data it gives a serious warning signal that population at the age group of 19 – 29 years of age are at the toughest race for getting a government job. It is also a common phenomenon where one settles for life partner at this very stage.

Educational Qualification

Figure 2.2 Educational Qualification



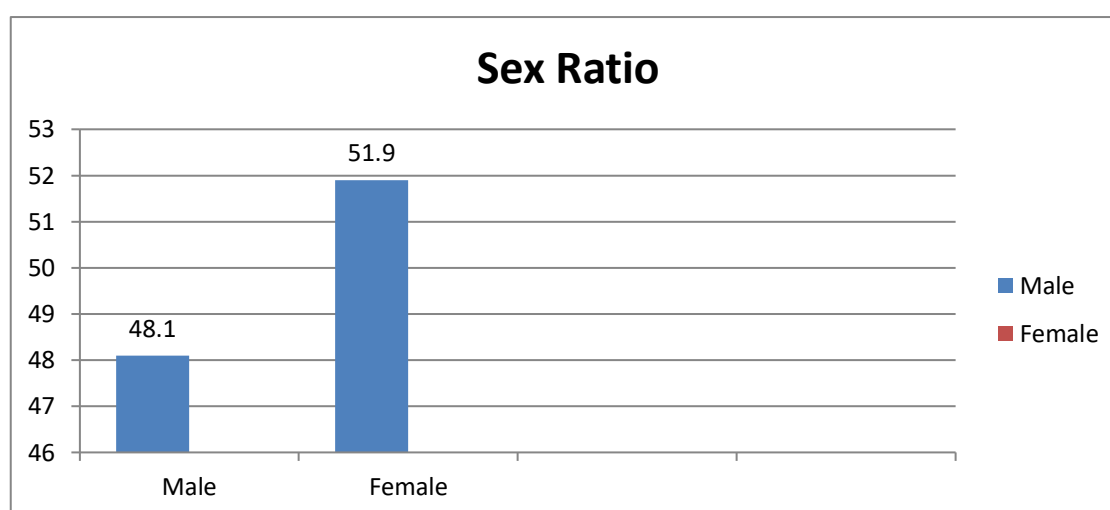
In the above (Figure 2.2) the respondent educational qualification is presented. The majority 51.4 per cent of the respondents are under graduate students while 36.7 per cent are from the Post graduate category. The data indicates that 5.35 per cent respondents are from the higher secondary and 2.3 per cent from High School. While those with diploma/others respondent are at 4.3 per cent.

Based on the data, majority of the respondents falls in the category of 'Under Graduate' 51.4 per cent and 'Post Graduate' 36.7 per cent category. Data shows that many of the

youth under this category are without job and actively looking for job. The supply chain in the production of human resources i.e., young graduates are abundant however the demand side appears a discouraging scenario since there are very limited openings. Nagaland is witnessing a huge gap between the supply and demand in the job market. How many employees can a state government accommodate to run its system? Indeed Nagaland government is over-staff. It is high time educated youth should look beyond government sector.

Sex

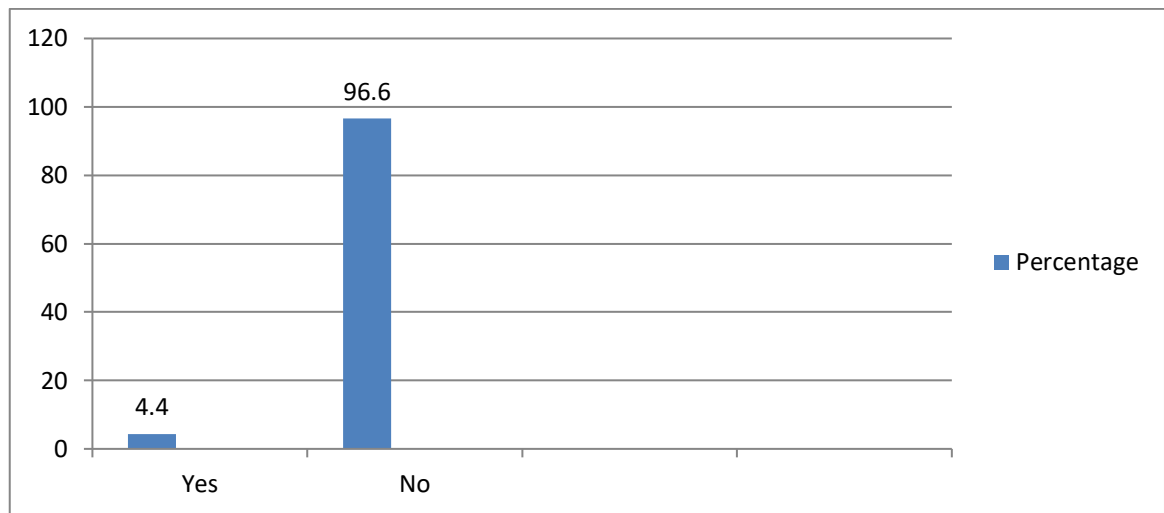
Figure 2.3 Sex Ratio of Respondent



In the above chart (Figure 2.3) the sex ratio of the participants is indicated. Out of 300 samples 51.9 percent are female respondents while 48.1 percent is male respondents. As shown in the above figure in terms of sex ratio the males' percentage is little below the females. The respondents are in the category of age 18 to 30 and above. An emerging phenomenon in Naga society is that in all educational institutions whether in schools or higher education institutions female students outnumber the male student's despite of the fact that state sex ratio is 931 females for 1000 male according to 2011-2022 census. Based on the above data one can draw a sociological understanding that there is no gender preference in term of education among the Naga society.

Employment Status

Figure 2.4 Work Experience



In an attempt to understand if any of the sample respondents were engaged in any government job earlier. In this regard according to the above (Figure 2.4) an overwhelming majority of respondents 96.6 per cent have not been employed in any government job before, rather they were fresh seeking jobs. On the other hand, negligible percentages 4.4 per cent of respondents were employed in government jobs however due to one or the other reasons they have quit the earlier job. It may therefore be safely argued that given the situation of job scarcity respondents would not take risk of changing their job rather they prefer to stay in the first job. Despite of the argument, at least 13 respondents 4.4 per cent were earlier engaged at least in one job.

2.2 Scenario and lives of Educated Unemployed Youth under Study

Unemployment is a major social issue throughout India. No wonder the problem of unemployment is very much present in the state of Nagaland. Nagaland has witnessed thousands of graduates every year only to be left with disappointment without any jobs. Work is important and essential part of human life, without which an individual could go through several emotional and social problems. It affects not only the individual but his family and the society at large. Therefore, work becomes a priority for an individual to support his family and maintain his status in society.

It makes sense that unemployment has been called the biggest sociological issue in society. In all such societies that profess to be democracies, the availability of work

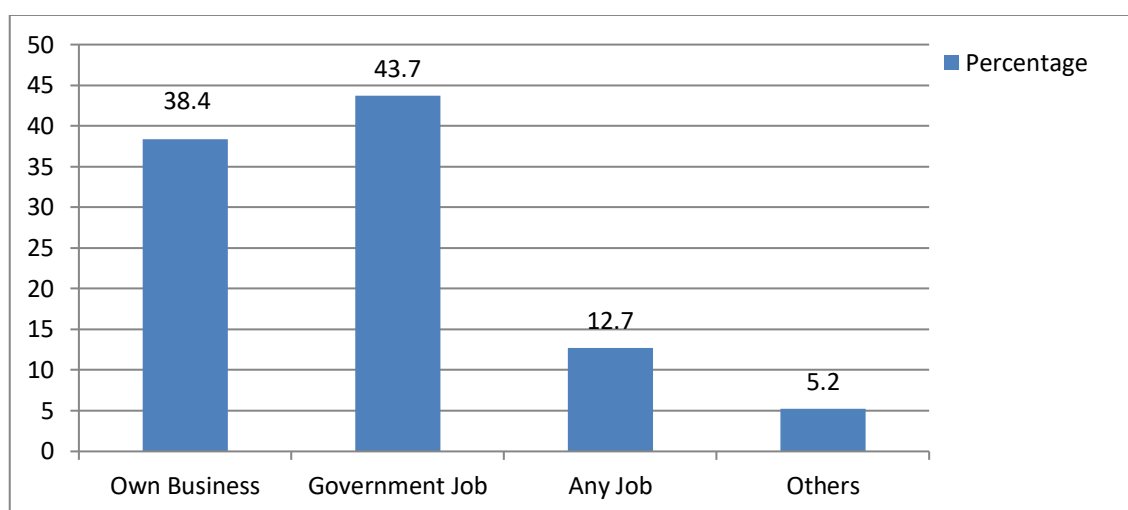
opportunities becomes crucial. Equal access to status is a requirement for equal employment opportunities (Ahuja, 2012). The issue of increased unemployment in Nagaland, particularly among educated young people without jobs, is a big cause for concern today. The problem of youth unemployment has grown contentious. In the majority of the world's nations, youth unemployment is substantially higher than adult unemployment. According to the International Labour Organization's (ILO) estimate in their World Employment Report (1998), there are at least 60 million young people who are unemployed, and their unemployment rates might be up to three times higher than those of adults (Toit, 2003).

The education system has produced huge number of educated unemployed youths. Our college and university education itself is perhaps not enough to prepare student to take up entrepreneurial as career.⁵ Education in a way has failed to open up avenues for employment for the educated youth not only in Nagaland but across the country. There are scenarios where graduates/Post graduates and PhD holders applying for jobs that they are over qualifies for and not as according to their degree. Does this imply that graduates in Nagaland lack entrepreneurial skills to facilitate self-employment? Or the educational system and the course content they received is not enough to help them find a job? However, taking additional education/training courses do no guarantee them of providing a job.

The problem of unemployment is not only a problem of the educated youth, but it has affected even the family, the society, and the entire nation at large. The educated youth after spending an amble of time and money of one's parents, they find themselves at the crossroads with nowhere to go. Educated youth is desperate for any kind of job but finds no one to buy him. Many of the educated unemployed are burdened by mental torture and financial stability and not being able to be independent pose a serious concern over their mental well being and their relationship with the family members. The duration of the time frame looking for a proper job and the participation of educated unemployed youth in activities during that period is one of the most crucial. It is the time when the minds of unemployed youth are influenced by many other factors. During this waiting period, the connections with families, friends and different social groups, matters a great deal.

⁵Sudhir, H. JubitaHajarimayum. (2007): Dimensions of Social Issues in India's North East, Akansha Publishing House. Pp 104

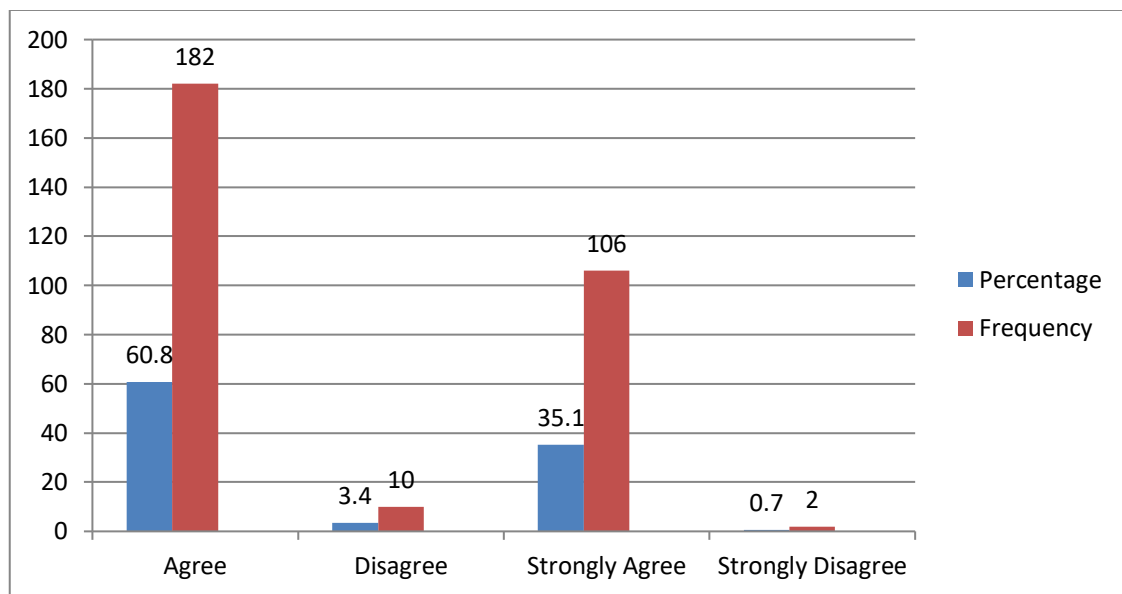
Figure 2.5 Jobs that youth looks for



In (Figure 2.5), it shows high preference on government job. As shown in the above Figure the percentage of respondents opted for government job is 43.7 per cent and 38.4 per cent respondents prefer to start their own business, while 12.7 per cent respondents are looking for any type of job. And 5.2 per cent respondents opted for other options. The data reveals that preference on government job by the respondents is higher compared to taking up business or any type of manual job. Although the gap between dependence on government job and owning business has less difference, according to the data it is evident that many respondents prefer government job more than any other job.

Job sector sought by the youth varies from individual to individual. If given an option the youth are open to different job opportunities and trying out new ventures basing on their interest. The percentage of respondent sort of job shows that owning a business stands at 38.4 per cent and government job at 43.7 per cent. However when the question of job preference was put for in the next Figure 2.5, the preference was high in government sector. This shows that the first preference for most of the youth lies in government sector

Figure 2.6 Unemployment affects educated youth



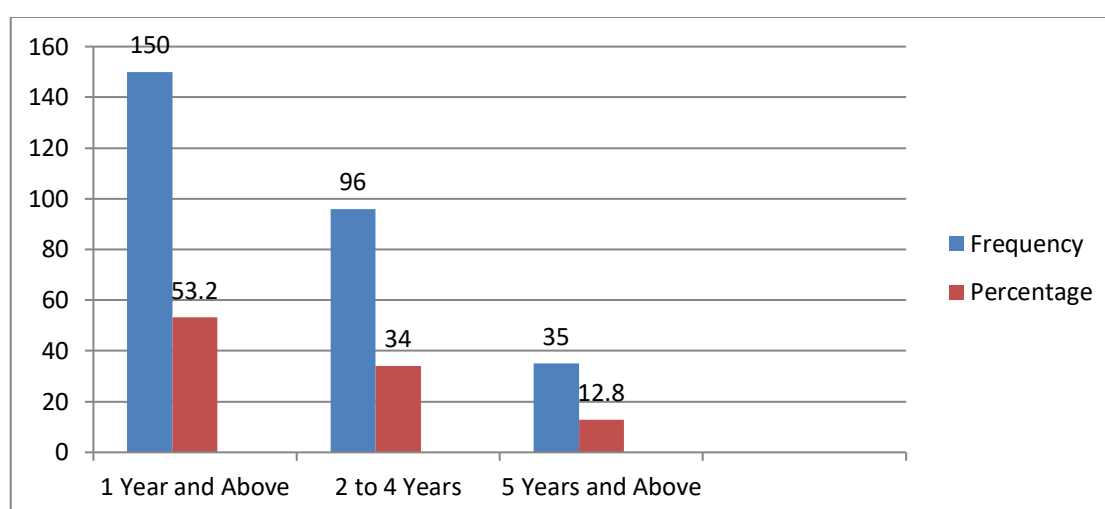
In the above (Figure 2.6) majority 60.8 per cent respondents agreed that unemployment affects educated youth in general while on the same 35.1 per cent have stated strongly agreed on the same. The respondents who disagreed to the option stands at 3.4 per cent and 0.7 per cent who strongly disagree. Data analysis shows that the most affected group in society due to unemployment are the youth. Majority of the educated unemployed youth from the survey findings generally agreed that unemployment affects the youth at large. Hence there is no doubt that unemployment affects the educated unemployed youth at large.

One reason is that educated people are less inclined to accept casual employment, even when there are few regular, paying positions available. Additionally

Period of Unemployment

The chart given below shows the current scenario of educated unemployed youth, their years of unemployment status, how they are dealing with their live without work and their support system. The number of respondents actively looking for work and period of inactivity is discussed in this study.

Figure 2.7 Available for work and actively seeking for a job

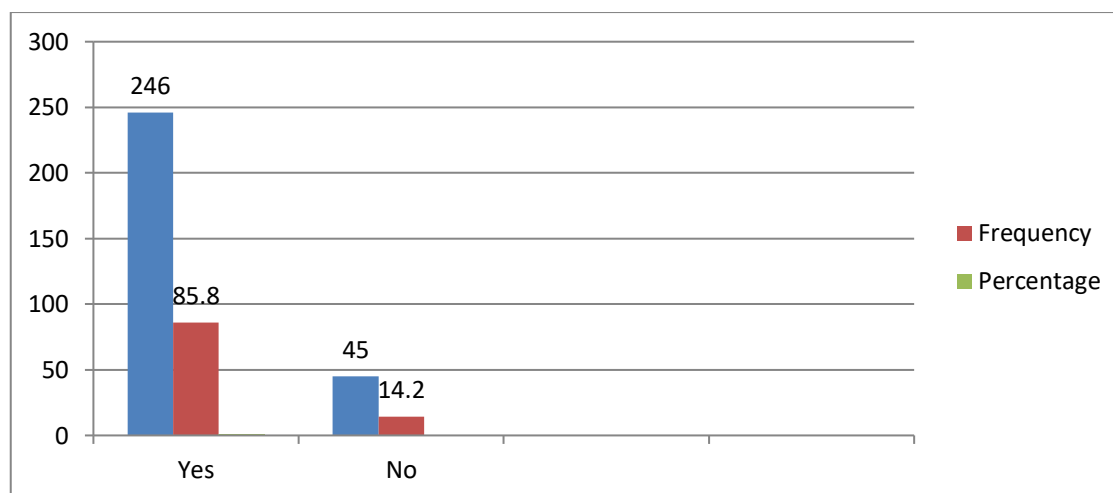


Data in the above chart (Figure 2.7) indicates the number of educated unemployment youth who are available and is actively looking for a job. Among the young job seekers who are fresh out of Schools, college and Universities, the majority 53.2 per cent are actively looking for job falls under 1 year and above. While 34 per cent unemployed youth are available and actively seeking job for 2 to 4 years and the rest 12.8 per cent for 5 years and above. If the current trend of year of unemployment continues as depicted in the figure above, it might continue to increase from 1 year and above to 2 years and more. This can be an indication that in the coming years the rate of unemployed youths seeking for job would be extremely high scenario in the category of 2 to 4 years.

The wait for employment varies from person to person but sooner or later if the above rate of unemployment among the educated youth continues, the wait for employment for younger generation will take longer than the present scenario. The picture looks dark for the youth as they are helpless for not getting a job and looking for job actively. They are aware that the government is in no condition to provide job for all. Most of the respondents those seeking job are in the category of 1 year and above to 2 – 4 years. The perception is that jobs opportunities will not increase much and especially in the government sector it will increase the least. Increasing literacy resulting to increasing unemployment among the youth seems to be growing higher. It reveals that the number of unemployed youths remained without work for longer duration will increase in the days to come. The development and growth in Nagaland is taking place at a very slow pace, hence, to see generation of job opportunities looks very discouraging. The Figure

looks worrisome, as the number of youths looking for job but not finding a job to work is taking place at a fast pace.

Figure 2.8 Bothered without a job



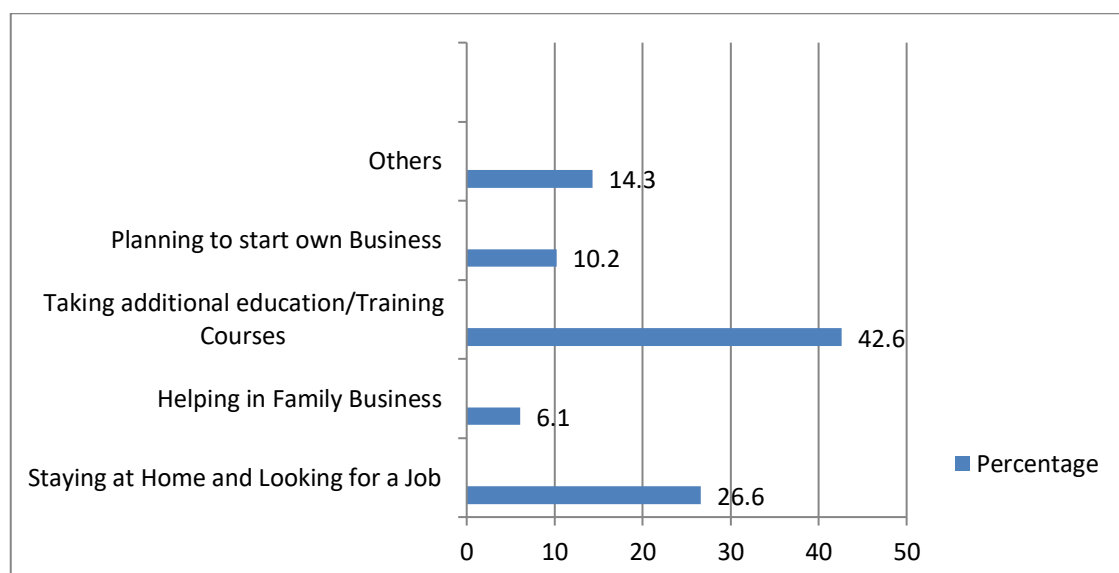
Data in the above chart (Figure 2.8) points out that those who are bothered without a job and those who are not. Among the unemployed youth, the number of those who are bothered or worried for not having a job is placed at 85.8 per cent and those not bothered at 14.2 per cent. It is only obvious like any other state; many of the educated unemployed youth are bothered and unhappy for not having a job. Having a job/work has always played an important part in human lives throughout the century. It is one of the most basic forms through which a living being sustain their life and having a job is said to boost self-esteem and independence. Therefore, after a certain amount of time if an individual does not find a job, they might find themselves at the dead end feeling depressed, deprived and dependant.

2.3 Educated Unemployed Youth and Unemployment

Unemployment is said to be associated with numerous factors, leading to depressive symptoms. If educated individuals are expected to do nothing, this situation ought to be strongly condemned. It contributes to the waste of best of human resources. It's a great loss for the society to see such valuable energy going to waste. Due to the shockingly high rate of educated unemployment in Nagaland today as well as the youth's lack of access to proper education, training, and marketable skills, concerns have also been raised concerning their employability. The fastest method to create social stress, unrest, and illegal activity is through high rates of youth unemployment, especially among

educated youth. This will convert the demographic dividend into a demographic nightmare. People are especially concerned about youth who have had a significant amount of formal education and are unemployed.

Figure 2.9 Activities that youth involves when unemployed

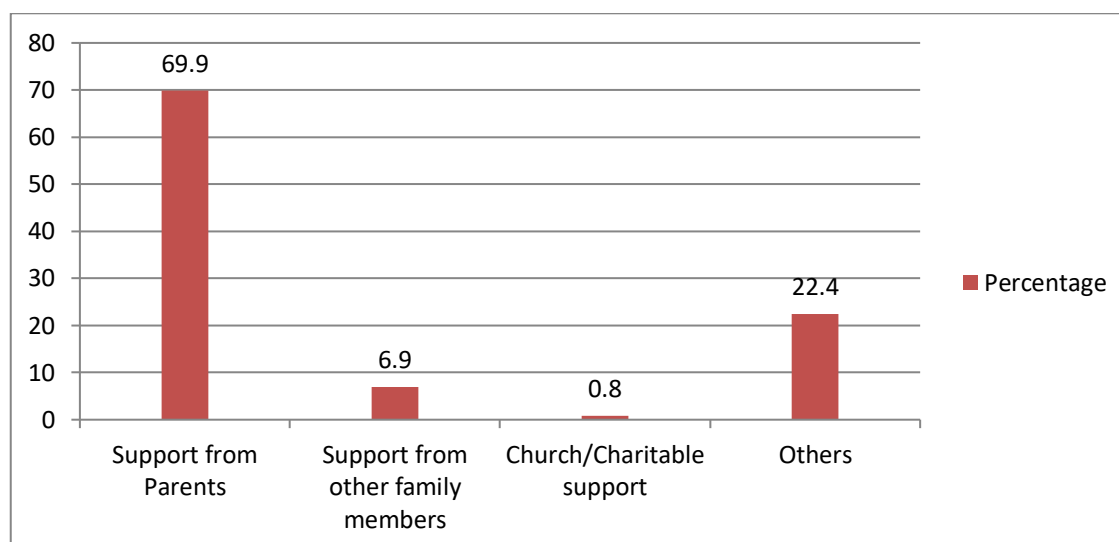


Data in the above chart (Figure 2.9) shows educated unemployed job seekers on what they have been doing while looking for a job. Data indicates that majority 42.6 per cent of the educated unemployed youth end up enrolling themselves in taking additional education/training course while they are unemployed and is looking for job. Most of the educated unemployed youth believed in taking up additional education while waiting for employment opportunities. While 26.6 per cent of respondents have responded that do not engage in any other activities. Rather they stay at home and look for job. The result points out that few 10.2 per cent of the respondents plans to start own business while they remain unemployed and the least percentage 6.1 per cent points that they help in family business. It may be stated 14.3 per cent of the respondents have opted 'others' as shown in the above Figure.

From the above chart, analysis can be drawn that many educated youth job seekers hold on to additional course or remain unemployed while they wait for right opportunities suitable for employment. It is an indication that many educated youths are staying at home idle and wasting their valuable time and talent without much scope for future. With very less job opportunities and openings and lacking certain marketing skill and education the educated youth either spend their time taking additional course and

become dependent on their parents and stay at home preparing or studying for job interviews and exams. There is not much choice on their part but to solely rely on their parents for their basic needs.

Figure 2.10 Support system of unemployed youth



Almost 69.9 per cent of respondents in the preceding chart (Figure 2.10) answered that they maintain themselves with the help of their parents. Around 6.9 per cent educated unemployed youth responded that they receive support from other family members. However only few i.e. 0.8 per cent pointed out that they support themselves with the help of church and charitable group. And 22.4 per cent responded others as their answer.

From the above it is understood that till the educated unemployed youth find a job they are dependent on their parents for all their needs. Parents and other family members are the support system during this period. During the period of unemployment, the unemployed youth are solely dependent on their parents financially, morally, psychologically. The monetary help and support from parents help them to cope with their difficult times. There are instances where part time employed youth depend on their parents for their basic need and residential support. Not only parents but other family member jump in to help the unemployed youth during the time of need. Financial support and shelter are provided to those family members who are in need. Church and charitable institution also plays an important role in helping the educated unemployed youth in many cases. Help in the form of monetary assistance in setting up of small-scale business and helping them financially in completing higher studies.

Some church and charitable institute give trainings for self-employment and assist them. For example, ABAP (Ao Baptist Arogo Padumpukhuri) in Dimapur, does charitable work like giving monetary assistance to the unemployed youth to start small scale business.

Thus, parents, family members, different institution plays a great role as a support system to the educated unemployed youth. During difficult situation like the unemployment period, the unemployed youth look up to them.

2.4 Overview of Employment and Unemployment in Nagaland

Nagaland is a land of rich and variant cultural heritage with great natural resources and minerals. Nagaland became the 16th state of India on 1st December 1963, making it one of the smallest states of India. The state of Nagaland has a total area of 16,579 square kilometres and with a population of 19.79 lakhs according to 2011 census. Out of the total population of the state of Nagaland 71.14 percent live in the rural areas and 28.86 percent in the urban areas. As per the 2011 census, the literacy rate of Nagaland stands at 79.55 percent, with literacy rate of 76.11 percent for female and 82.75 percent for male respectively.

Employment

Table 2.1 Employment Growth as on 31 March, 2017 - 2018

Sector	Employment as on 31 st March	
	2017	2018
Public Sector	85305	84762
Private Sector	6047	6023
Total	91352	90785

Source: Annual Employment Review 2018-2019 (Nagaland)

According to the Table 2.1 the total number of employed person in public sector is 85305 (2017) and 84762 (2018). Whereas under the private sector 6047 (2017) and 6023 in (2018). Altogether there are 90785 employments in the state in 2018.

Table 2.2 Establishment in Different Branches of Public Sector as on 31 March, 2017 – 2018

Branches	Employment as on 31 st March	
	2017	2018
Central Government	5533	5507
State Government	75144	74756
Quasi Government (central)	2619	2623
Quasi Government (State)	1397	1385
Local Bodies	612	491
Total	85305	84762

Source: Annual Employment Review 2018-2019 (Nagaland)

Table 2.2 shows the data of different branches of public sector in the state during the year 2017 and 2018. The distribution based on different branches is highlighted in the table. Under Central government the employment is 5533 (2017), 5507 (2018), and under State government it is 75144 (2017), 74756 (2018). In quasi government (Central) the employment is 2619 (2017), 2623 (2018), and under quasi (State) it is 1397 (2017), 1385 (2018). The data of employment under local bodies is 612 (2017) and 491 (2018). Therefore the total employment as per 31st March in Nagaland is 85305 (2017) and 84762 (2018).

Table 2.3 Employment in Organized Sector Classified District – Wise as on 31 March, 2017 & 2018

District	Employment as on 31 st March	
	2017	2018
Kohima/Peren	22643	21859
Dimapur	14681	15029
Mokokchung/Longleng	12323	11796
Mon	3528	3946
Phek	3196	2850
Tuensang/Kiphire	10752	10752
Wokha	6775	7133
Zunheboto	11407	11397
Total	85305	84762

Source: Annual Employment Review 2018-2019 (Nagaland)

Table 2.3 shows the data district wise of employment for the year 2017 and 2018. According to the data Kohima has the highest employment with 22643 (2017) and 21859 (2018). Followed by Dimapur with 14681 (2017), 15029 (2018), and Mokokchung/Longleng with 12323 (2017) and 11796 (2018). While the lesser number of employment from Phek with 3196 (2017), 2850 (2018) and Mon with 3528 (2017) and 3946 (2018). It indicates that employment in Nagaland is also very high and is occupied to the maximum. The government is in no position to create job for all the youth in the state.

Education

The education sector in Nagaland has made rapid progress. Literacy rate have risen tremendously in Nagaland. The expansion of knowledge was promoted through education with the coming of Christian missionaries. In terms of formal, informal, and technical education, Christianity has made the most significant contribution. Schools and colleges were launched in large numbers. Modern English education was made possible by the coming of Christianity, which also served as its vehicle. The Nagas gained the ability to discriminate between the past and present as a result of their education, and made the decision to advance their careers in a variety of academic

fields. However expansion of education has its impact on the growth of educated unemployed youth in the state.

According to Nagaland Statistical Handbook 2018, Nagaland has witnessed the growth of educational institutions and student enrolment in various educational institutions. In order to get a clear picture about the unemployment scenario, here are some of the data

Table 2.4 Number of Degree Educational Institutions and Students Enrolment during 2015-16, 2016-17 & 2017-18

Year	Number of Institutions		Total	Number of Degree Students		Total
	Private	Government		Private	Government	
2015-16	48	15	63	14115	5945	20060
2016-17	50	15	65	20317	8267	28584
2017-18	49	15	64	22138	8257	30523

Source: Nagaland Statistical Handbook 2018

According to the data in Table 2.4, the number of institutions year wise in private institution was 48 in the year 2015-16, and it increased to 50 in the year 2016-17, while in the year 2017-18 it was 49. In government institution the number remained the same (15) in all three years. As indicated in the table, the data shows the number of degree student enrolled in private and government institutions during the year 2015-16, 2016-17 and 2017-2018.

Table 2.5 Numbers of Educational Institutions (Degree)

Types of Institution	2014-15	2015-16	2016-17	2017-18
1. University	4	4	4	4
2. College of General Education				
(a) Government	13	15	13	13
(b) Private	40	48	61	61
3. Higher Professional Education				
(i) Nagaland College of Teachers Education				
(a) Government	2	2	2	2
(b) Private	6	8	7	7
(ii) Agriculture College	1	1	NR	NR
(iii) Theology	26	29	NR	NR
4. Law College	3	3	3	3
5. Management	1	1	1	1
6. Information Technology	1	1	1	1

Source: Nagaland Statistical Handbook 2018

In above Table 2.5 the distribution of the data, on the type of degree institution the number of educational degree institutions from the year 2014 to 2018. Data shows that there are 4 Universities and under the college of general education 13 government colleges in (2014-15), 15 in (2015-16) and 15 in 2016-17 and 2018. Under the private college of general education the data shows 40 colleges in 2014-15, 48 in 2015-16 and 61 in 2016-17 and 2018.

It is evident from the table that the number of college of general education is more for both private and government. Moreover, the data also reveals that there is more private colleges than government run institution. The numbers of Law, Management and Information technology institutions are less in number.

Table 2.6 Result of Degree Examination 2018-19 (Government College)

Stream	Total Appeared	Total Passed	Percentage
Arts	2338	1810	78%
B.Sc	1073	956	87%
M.Sc	134	124	93%
B.Com	85	49	58%
B.Ed	172	151	88%
M.Ed	20	17	85%

Source: Nagaland Statistical Handbook 2020

It is evident from the Table 2.6 above that majority belongs to the arts stream with 2338 students appeared and total passed with 1810. B.Sc total appeared 1073 and passed 956 and M.Sc appeared 134 and passed 124. Under B.Com total appeared was 85 and total passed 49 while B.Ed total appeared was 172 and passed 151. For M.Ed total appeared was 20 and passed was 17. The pass percentage in all categories is more than 50 percent in Government colleges.

Table 2.7 Results of Degree Exams 2018-19 (Private Colleges)

Stream	Total Appeared	Total Passed	Percentage
Arts	3355	2527	75%
Science	258	204	79%
Commerce	439	271	62%
LLB	86	28	33%
B.Ed	305	229	75%
BBA	34	34	100%
BCA	4	4	100%
MSW	36	35	97%
B.Music	11	8	73%

Source: Nagaland Statistical Handbook 2020

Table 2.7 shows the result of degree exam 2018-2019 of private colleges in Nagaland. Majority of the students are enrolled in the field of Arts and the least is from BCA followed by B.Music. According to the data, in the year 2018-2019 total number of

students appeared in arts was 3355 and total passed 2527. In science stream total appeared 258 and passed 204 while in commerce stream total appeared 439 and passed 271. Under B.Ed total appeared 305 and passed 229. The data also shows that LLB has passed percentage were low 33 per cent as compared to all the other streams.

Table 2.8 District wise literate population

Districts	Literates Population			Literacy Rate (%)		
	Persons	Males	Females	Total	Males	Females
Mon	119,496	67,170	52,326	56.60	60.38	52.39
Tuensang	119,293	64,426	54,867	73.70	76.76	70.40
Mokokchung	160,453	84,166	76,287	92.68	93.55	91.74
Zunheboto	104,294	54,105	50,189	86.26	88.86	83.61
Wokha	128,394	67,396	60,998	87.60	90.53	84.58
Dimapur	282,088	152,327	129,761	85.44	88.07	82.54
Kohima	200,180	108,781	91,399	85.58	89.28	81.56
Phek	107,427	58,587	48,840	79.13	84.53	73.50
Peren	62,991	35,000	27,991	79.00	83.96	73.57
Kephire	42,445	23,290	19,155	71.10	76.54	65.44
Longleng	30,518	16,548	13,970	73.10	75.60	70.35
Total	1,357,579	731,796	625,783			

The rapid expansion of education and poor economic situation in the state has created large number of educated youth to remain jobless. There is uncertainty and insecurity among the educated unemployed youth in the state. Looking at the above Table 2.8 the literate population district wise is discussed. Other than Mon, all the other ten districts are above 70 percent. Mokokchung with the highest literate population with 92.68 per cent, followed by Wokha 87.6 per cent and Zunheboto 86.26 per cent. Kohima and Dimapur stands at 85.58 per cent and 85.44 per cent respectively.

Apart from Mon all other districts showed percentage of more than 70 percent and above.

Unemployment

Table 2.9 Number of Applicants on the Live Register of Employment Exchanges according to Educational Qualification (as on 31st December)

Educational Level	2016			2017			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Post Graduate	1728	2117	3845	2021	2423	4444	2176	2748	4924
Graduate	10337	8054	18391	10620	8106	18726	11210	8832	20042
PU	7364	4562	11926	7364	4333	11572	7378	4437	11815
Matriculate	8975	2869	11844	8893	2754	11647	9034	2720	11754
Below Matric	18113	2717	20830	17278	2557	19835	17547	2504	20051
Degree(Tech)	686	307	993	879	368	1247	934	404	1338
Diploma	443	232	675	1063	719	1782	467	209	676
Total	47646	20858	68504	47993	21260	69253	48746	21854	70600

Source: Nagaland Statistical Handbook, 2018

According to the Live Register of Employment Exchanges as per Educational Qualification (as on 31st December) for three years is shown in Table 2.9 the number of applicants on 2016 is 68504, and in the year 2017 it is 69253. In the year 2018 it shot up to 70600 applicants registered in the Live Register of Employment Exchange Nagaland. According to educational level the applicants are highest in Graduate and below matriculate in all the three years.

Table 2.10 Number of Applicants on the Live Register of Employment Exchanges according to Educational Qualification as on 31.3.2019

Educational Level	2019		
	Male	Female	Total
Post Graduate	2652	3493	6145
Graduate	12112	9945	22057
P.U	7712	4605	12317
Matriculate	10050	2847	12897
Below Matric	18470	2640	21110
Degree (Tech)	1126	532	1658
Diploma	459	205	664
Total	52581	24267	76848

Source: Nagaland Statistical Handbook, 2020

As per Table 2.10 data, the number of applicants on Live Register of Employment Exchanges according to Educational Qualification as on 31st March 2019 the numbers increased to 76848. The numbers are in majority (22057) among the graduates, and (21110) from below matriculate. In a matter of few months (31st Dec 2018 to 31st March 2019) the numbers of applicants sky rocketed from 70600 (2018) to 76848 (2019). It is a matter of great concern for the state if the number keeps on increasing with no generation of job opportunities for the people.

Table 2.11 Numbers of Applicants in the Live Register of Employment Exchanges as on 31st December 2019

Sl. No	Categories of Applicants	Male	Female	Total
1	Post Graduates	2927	3962	6889
2	Graduates	13979	11389	25368
3	Pre-University	8791	5144	13935
4	Matriculate	11939	3530	15469
5	Below Matric	22066	4322	26388
6	Degrees (Tech)	1261	582	1843
7	Diploma	438	209	692
	Total	61446	29138	90584

Source: Nagaland, Annual Administrative Report 2019-2020

The different categories of applicants on the Live Register of the State as on 31st December 2019 are shown in the above Table 2.11. The total number of registered applicants is 90584. The total number of post graduates applicants who are registered in Employment Exchange is 6889 with 2927 male and 3962 Female. Under the graduate applicants the total number is 25368 with 13979 male and 11389 female. Pre-University level the total applicants on Live Register of Employment Exchange are 13935 and under Matriculate 15469 applicants. A very high applicant is seen under below matriculate category as on 31st December 2019 with total 26388 applicants. Applicants under degree (Tech) total as shown in the table above is 1843 and Diploma 692 applicants.

From the data provided in the above table it is to be noted that high number of applicants are from graduate category and below matriculate with a few margin difference. The total number of unemployed male always constitutes the larger proportion than female. Only in the 'Post Graduate' level female was higher than male, and the rest of the other categories male proportion is high.

Table 2.12 District wise total job seekers and educated job seekers on the Live Register of Employment Exchanges

District	Total No. of Job seekers as on 31 st March		Educated job seekers as on 31 st December	
	2018	2019	2017	2018
Kohima/Peren	15046	16041	14711	15662
Dimapur	22738	25919	22260	24941
Mokokchung/Long leng	4879	5015	4846	4908
Mon	8385	9037	8148	9378
Phek	1707	2168	1776	1877
Tuensang/Kiphre	10542	11096	10494	10927
Wokha	4917	4853	4694	4607
Zunheboto	2386	2719	2324	2746
Total	70600	76848	69253	75046

Source: Annual Employment Review 2018-2019

The above Table 2.12 discuss district wise job seekers and educated job seekers on the Live Register of Employment Exchange for the year 2017 and 2018 and the percentage changes. According to the chart above district wise Dimapur have the highest job seekers of both Total job seekers and educated job seekers registered in the Live Register of Employment Exchange. Which is followed by Kohima, Tuensang, Mon. In the case of Wokha, the total job seekers was higher (4917) than Mokokchung (4879) during the year 2018. However in 2019 Mokokchung total job seekers increased (5015) and Wokha decreased to (4853). Zunheboto the total job seekers in 2018 are 2386 and in the year 2019 data are 2719 and in the educated job seekers the data is 2324 (2017) and 2746 (2018). Phek district data shows that the total job seekers are 1707 (2018) and 2168 (2019), and under the educated job seekers 1776 (2017) and 1877 (2018). According to this report in most of the district the job seekers showed an upward trend. Fourth and fifth column represents the percentage changes between the year 2018 to 2019 and 2017 to 2018.

It signifies that the problem of unemployment is a great cause of concern in a small state like Nagaland. In the year 2016, there were 70,422 unemployed youths registered

in the life register of the Department of Labour & Employment. According to the Employment Exchange Statistics and the findings of numerous polls on unemployment in the State, the issue of unemployment among educated youth has become increasingly problematic in recent years. In Nagaland unemployment levels have continued to increase and have remained extremely high with low levels of efforts to promote job avenues. Youth unemployment is seen as a universal problem, and if not checked in time it will explode and create a bigger problem in future. The problem of youth unemployment also links our attention to several other reasons since youth constitute a significant proportion of the population.

The table indicates the increase in the number of educated job seekers yearly. The percentage of yearly increases or decreases of total unemployment on Live Register over the previous year is also mentioned in the table. It showed an increase of 8.8 per cent from 2018-2019 and 8.4 per cent from 2017 to 2018. With very limited job opportunities in the state and lack of industries, the state is in no condition to accommodate such a huge number of job seekers. The state need to come up with various programmes and plans to fight this problem of unemployment. The number of job seekers will keep on increasing in the near future and if nothing is done at this juncture, it will add more burdens to the state.

Table 2.13 Registrations Affected, Vacancies Notified, And Placement Made During Five Years (January – December)

Year	Registration Effected	Vacancies notified to Employment Exchange	Placement made through Employment Exchanges
2014	13797	10	111
2015	24134	13	-
2016	11027	73	-
2017	11894	22	-
2018	22943	-	-

Source: Annual Employment Review 2018-2019

Table 2.13 gives the number of yearly registrations, vacancies notified to employment exchange, and placement made through employment exchange from 2014 to 2018. In 2014 the registration affected is 13797 and only 10 vacancies notified and 111

placements made through employment exchange. Again in 2015, the registration was high with 24134 job seekers, only 13 vacancies notified to employment exchange and no placement made through employment exchange. In 2016, as against 11027 registered job seekers, 73 vacancies are notified and no placement made through employment exchange. In 2017, the registered job seekers were 11894 against 22 vacancies notified to employment exchange and zero placement made through employment exchange. And in 2018, there were 22943 registered job seekers in employment register, with no vacancies notified and no placement made. Looking at the table and data provided, the probability of an unemployed person getting a job through the employment exchange is very low. Moreover, the vacancies notified and placement made through the exchange does not even tally. After the year 2014, there was not even a single placement made through the exchange till 2018. In spite of increasing the number of vacancies, there has been a drop from 73 in 2016 to 22 in 2017. And in 2018, there was no vacancies notified.

It is a clear indication that employment made through the employment exchange in a decreasing trend and that jobs are mostly filled from the open market. Therefore as shown in the Table 2.5 the number of registered job seekers in the Live Register of Employment Exchange has been up and down and the vacancies notified and placement made through the exchange does not tally in this 5 years.

This study attempts to understand the unemployment scenario in the state of Nagaland. However, it has been observed that definite and appropriate data for evaluation of unemployment statistics is hard to get. The data from the Employment Exchange has various limitations since it covers mostly urban sectors. Many unemployed does not register themselves on the grounds that it is not helpful. Also not all those registered and not literally unemployed. Most of the youth from rural areas are not covered and many unemployed youth from rural areas are unaware of the existence of Employment Exchange. There are many who do not renew their registration, while some who are already registered keep renewing their registration until they find a job (Kikhi, 2006). Though the Employment Exchange data portrays limited side of the unemployment scenario, it helps in giving certain numbers of the unemployed youth in the state.

2.5 Extend of Youth Unemployment in Nagaland

While unemployment is a global issue, it is getting worse in Nagaland in the Northeast. Every group in the world experiences it, including the educated and uneducated, highly trained and skilled, semi-skilled and unskilled. Despite being the main source of employment in Nagaland, the state government is unable to employ everyone. It is extremely concerning that an expanding unemployment problem suggests a growing inability to create employment alternatives. Without a doubt, the issue is also connected to the unavailability of anticipated work prospects by the unemployed youth.

Various sources indicate that educated unemployment in the state has assumed alarming proportions in recent years. According to the Periodic Labour Force Survey, Nagaland had the distinction of being one of the states with the highest unemployment rate in India. The Periodic Labour Force Survey 2018-2019, the unemployment rate in Nagaland was 17.2 per cent, second only to the Union Territory of Lakshadweep at 31.7 per cent. The working population ratio in the state was 32.8 per cent and 38.1 per cent respectively in 2017-2018 and 2018-2019, one of the lowest among the States and Union Territories. Working Population Ratio remains lower in the state than in the country which indicates that the employment generation and growth is very low in the state. The unemployment issue in Nagaland remains crucial because the state is experiencing enormously higher unemployment rates than in the country.

Table 2.14 Unemployment Rate (UR) according to current weekly status for each state UT (age group 15 years and above)

State/UT	rural			urban			rural + urban		
	male	female	person	male	female	person	male	female	person
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Andhra Pradesh	8.8	10.5	9.4	7.9	13.7	9.5	8.5	11.3	9.4
Arunachal Pradesh	5.8	13.5	7.1	7.3	28.8	11.0	6.1	15.9	7.7
Assam	6.3	7.0	6.4	10.1	18.8	11.4	6.7	8.5	6.9
Bihar	10.6	3.3	10.3	11.2	13.1	11.4	10.6	4.9	10.4
Chhattisgarh	7.6	2.1	5.9	8.5	11.1	9.2	7.8	3.6	6.5
Delhi	1.3	0.0	1.1	11.9	10.8	11.7	11.5	10.5	11.3
Goa	2.9	16.8	7.2	7.4	10.2	8.3	5.9	12.5	7.9
Gujarat	3.8	2.1	3.4	3.9	2.3	3.6	3.8	2.2	3.5
Haryana	13.4	10.5	13.0	11.0	10.0	10.8	12.6	10.3	12.2
Himachal Pradesh	10.6	6.7	8.9	10.6	10.1	10.5	10.6	6.9	9.0
Jammu & Kashmir	5.3	7.7	6.0	6.4	33.3	11.9	5.6	11.6	7.2
Jharkhand	8.3	1.8	7.0	11.1	10.0	10.9	8.9	3.2	7.9
Karnataka	5.9	3.0	5.2	5.6	7.2	5.9	5.8	4.4	5.4
Kerala	8.0	19.0	11.6	7.9	20.9	12.1	8.0	19.8	11.8
Madhya Pradesh	8.0	7.8	8.0	11.0	7.6	10.4	8.8	7.8	8.6
Maharashtra	9.0	9.5	9.2	7.7	14.4	9.2	8.5	11.1	9.2
Manipur	7.4	16.0	9.6	9.8	7.3	9.1	8.1	13.3	9.5
Meghalaya	2.1	2.2	2.2	4.6	13.1	7.4	2.5	3.4	2.8
Mizoram	4.1	8.0	5.2	8.1	12.5	9.6	5.8	10.3	7.1
Nagaland	14.4	21.2	16.1	14.9	41.0	20.2	14.6	25.6	17.2
Odisha	12.1	7.6	11.3	12.7	23.5	14.9	12.2	10.3	11.8
Punjab	8.7	11.8	9.3	7.3	13.6	8.4	8.1	12.5	8.9
Rajasthan	10.4	2.9	8.3	10.4	17.5	11.6	10.4	5.2	9.1
Sikkim	3.7	2.0	3.0	3.9	6.5	4.6	3.7	2.9	3.4
Tamilnadu	10.6	10.5	10.5	8.2	11.4	9.2	9.5	10.8	9.9
Telangana	9.7	8.4	9.2	9.6	20.3	12.2	9.6	11.6	10.3
Tripura	5.9	33.7	10.4	8.3	31.0	13.4	6.3	33.0	11.0
Uttarakhand	7.8	13.1	9.0	12.2	34.1	15.7	9.1	17.5	10.9
Uttar Pradesh	8.7	3.3	7.9	12.7	8.4	12.2	9.7	4.3	9.0
West Bengal	7.4	6.7	7.3	7.0	4.9	6.5	7.3	6.0	7.0
Andaman & N. Island	8.2	34.7	15.7	8.1	38.5	15.5	8.1	36.2	15.6
Chandigarh	0.0	11.3	1.7	7.9	8.4	8.0	7.5	8.5	7.7
Dadra & Nagar Haveli	16.2	0.0	13.0	1.3	6.2	1.9	7.8	2.3	7.0
Daman & Diu	2.2	0.0	2.0	0.0	0.0	0.0	0.4	0.0	0.3
Lakshadweep	39.3	48.2	40.4	21.8	48.7	28.6	27.0	48.6	31.7
Puduchery	15.9	21.2	17.7	9.1	7.5	8.6	11.7	13.8	12.4
All India	8.6	7.3	8.3	8.8	12.1	9.5	8.7	8.7	8.7

Source: Annual Report, PLFS 2018-2019 India

Talking about the educated unemployed youth in Nagaland, various sources mentioning that, every year Nagaland is producing thousands and thousands of graduates with the state not having the capacity to absorb all the educated unemployed youth. This is indeed a serious concern of the state which needs to be properly studied. The mismatch between supply of graduates and demand for it leads to a greater problem of unemployment in the state. The overflowing production of graduates every year but limited or hardly any small-scale industries and less employment opportunities led to the problem of unemployment scenario in the state. Hence in Nagaland one can see that the employment opportunities are very limited in relation to the supply of labour force.

An example to substantiate the above contention is that, in 2019 the total number of students appeared for under graduate course was 8457 out of which 6161 passed. In 2018 the total number of students appeared for under graduate course is 8414 and total passed 5912. While comparing the instance of Nagaland with other states the figure might appear small however understanding the situation at ground zero will only convince any outside observer. It may be noted a state crippled with decades old political issues resulting to several illegal taxation, extortion, rampant corruption coupled with no industry to boost economy and generate employment is the state of affairs that can hardly salvage its youth from unemployment. The above discussion of this chapter fulfils the first objective of this study as it aim to understand the scenario of educated unemployment in Nagaland

2.6 Conclusion

By way of conclusion, it can be mentioned that, despite the country's vast supply of natural resources and human labour, the situation of Nagaland's unemployment crisis has become worse. Although thousands graduates each year, bulk of them cannot find employment. The nation's expansion and development are seriously threatened by it. Many educated unemployed youths in Nagaland cannot meet their daily expenses and basic needs of life because of them being unemployed and dependent on their parents. Considering youths as the greatest and most valuable assets we find them jobless and idle looking and hunting for avenues. Spending much of their good life, energies, talent, labour going into waste. The most productive era of their lives is lost, with little benefit.

In many cases educated unemployed youths are the most affected by the unfavourable economic conditions existing in Naga society. It is not surprising to see that more and more youth have received education and likewise their expectation to find a suitable job have grown along with it. And it is disheartening to see people with such potentials without being employed and looking for a job and finding none. Like any other country trying to work and direct towards meeting one's own challenges and goals, Nagaland needs to upgrade on so many aspects to bring change in society. The educated youths need to be well equipped in order to succeed in their career. Unemployment in Nagaland is therefore a serious cause of concern in the present context. It can lead to a series of problem in the next coming days if not checked and balanced in time. The

sense of insecurities, trauma and confusion brought forth by unemployment will hamper the growth and development of young minds in the country.

Therefore, it is important to uplift and inspire the educated unemployed youth not to give up easily but to work towards fulfilment of their dreams and aspiration even if the path seems rough and difficult. It is evident that Nagaland is witnessing a huge rise in unemployment especially among the educated youth and it is affecting all walks of life. Hence there is an urgent need to create awareness among the young minds to help them cope with the problem. Employment has always been and will continue to be important factor in the development and growth of society. Without it many will not sustain for long because employment contribute a lot to society and many depend on this for financial stability, mental wellbeing, security and self-sufficiency.

The problem of unemployment in Nagaland has reached a crucial stage and needs urgent attention by the state, policy makers and everyone to look into the matter of educated unemployed youth, their frustrations, alienation, confusion etc. There is a need to understand youth unemployment globally and in overcoming the challenge.

CHAPTER 3

YOUTH UNEMPLOYMENT AND DEVIANT BEHAVIOUR

The lives of young people are now significantly impacted by unemployment. It is often considered that one of the most advancing and active stage of human life is youth in society. However, various factors of society have a very vast influence in the functioning of the youth in society. Looking at the present picture of Nagaland, educated unemployed youth are most expected to undergo psychological trauma, depression, tension and anxiety, and it negatively affects their mental wellbeing. Not only does it affect their mental health but unemployed youth suffer in coping with social stigma, pressure and this in turn affects their relationships with family, friends, and society in general.

Many studies suggest that unemployed youths seeking job are more vulnerable to psychological problems like depression, stress and indulge in anti-social activities. Ahuja (1996) discussed the rise in youth criminality as a result of the disappointments and privations that come from not being able to fulfil one's hopes and dreams. Youth social relationships are frequently ruined by such difficulties. However, a person's personality will determine whether a social relationship would dissolve or diminish. People who follow social conventions and adapt tend to remain close to their families and create better social bonds. However, the person who violates the social contract becomes the root of young crime.

In simple term deviance can be understood as a person violating a social norm in the process of attaining one's goal. However, sociologists have offered varied insights into understanding of deviant behaviour. Most sociologists look to social factors external to individual to deviant behaviour (Bryant, 2014). In his structural strain theory, American sociologist Robert K. Merton identifies the root of deviation brought on by the mismatch between means and cultural aspirations. This idea talks about the interests, aims, and purposes that are culturally determined. If people adopt acceptable and adequate methods to accomplish the socially established goals, then that society is considered to be in balance. However, deviation is more likely to occur when these objectives and available resources are out of balance with one another (Merton, 1938). Being out of work for a long term is associated with lower wellbeing among the unemployed youth, their families and their communities. It means loss of income,

wastage of talent and energy and poorer mental health. Societies with such long-term unemployment predict high rate of crime and violence (Nichols et al., 2013).

Nagaland like any other state has seen such imbalance between cultural goals and means. The state is generating thousands of graduates every year with less or no employment opportunities. When ends are not met there is the expression of distrust to the system. Such deprivations in the matters of recruitment further generate socio-economic problems like corruption, nepotism, favouritism etc. Therefore, the concern of this study is to discuss about the joblessness of educated youth and the amount of frustration they carry in the process of finding a job and how that can lead to deviant behaviour.

In the previous chapter, discussion was based on the profile and concerns of the high educated unemployed youth in the state. Huge numbers of unemployment in Nagaland, especially educated youth unemployment leads to many issues of social concerns. It is often said that unemployment leads to social issues like stress, social unrest in society. There are cases of unemployed youth involving in much anti-social behaviour⁶ leading society towards chaos and uncertainty. As this study discusses about the joblessness of educated youth, and the amount of weight they carry in the process of finding a job and how it affects their mental health when one is unemployed. It is also true that the youth regardless of all their education and hard work, goals and aspirations, appears to be off track and in disadvantage position. As a result, the purpose of this chapter is to investigate the cause-and-effect link between unemployment and deviant behaviour among educated adolescents. This chapter also fulfils one of the objectives of the study that is the deviant behaviour of unemployed youth in Nagaland.

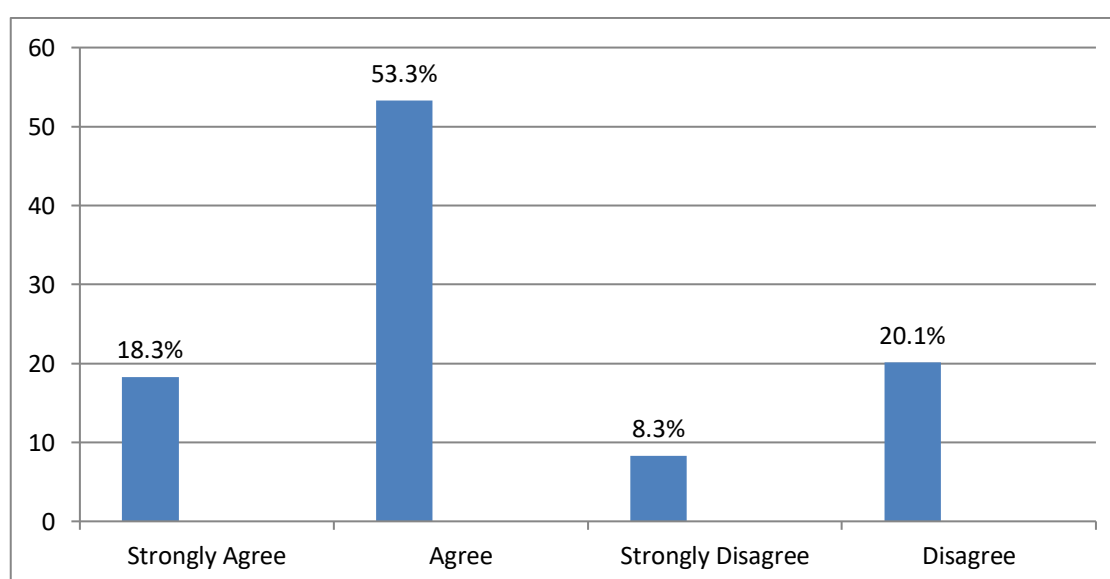
3.1 Educated Unemployed Youth and Deviant Behaviour

The rapid growth of towns and cities has contributed significantly to the rise in deviant behaviour in today's society. Unemployment is undoubtedly a difficult situation for educated unemployed youths in today's world. The youth are seen to be the most affected segment of the population due to unemployment. Depression is one type of

⁶Acts of anti-social behaviour are those that cause concern in the community. These include everything from misusing public space, such fighting or drug use and dealing, to disregarding community safety, like unsafe driving or drunk and disorderly behaviour. Anti-social behaviour can range from what is considered socially objectionable to breaking the law. It is most common in late adolescence, although it can develop to adulthood and become ingrained criminal behaviour.

behaviour that is affecting teenagers, and it is on the rise. When unemployed youth go months or years without jobs, it is a major source of concern. The future and financial security of educated jobless youth are on a knife's edge. Unemployed persons are more prone to suffer from psychological stress, primarily sadness and anxiety, which has a negative impact on their health, their families' well-being, and society's overall stability. In our state, a big proportion of educated people are unemployed.

Figure 3.1 Unemployment causes Deviant Behaviour



(Figure 3.1) shows that out of the total 300 respondents, 53.3 per cent responded that unemployment causes deviant behaviour. While 18.3 per cent strongly agreed that unemployment causes deviant behaviour. And 20.1 per cent disagree, while remaining 8.3 per cent strongly disagree. Therefore, from the data it shows that majority of the respondents agree that unemployment causes deviant behaviour among the educated youth.

Based on the study it signifies that unemployment among the educated youth do affect their behaviour in one way or the other. Unemployment has a huge influence on the youth which leads them to frustration, depression, anxiety, anti-social and sense of uselessness. Without a doubt, the educated unemployed youth become a lone being, with increased odds of engaging in anti-social behaviour. The majority of unemployed youth fall prey to societal anti-social factors and destructive behaviours. As a result, it appears that unemployment and criminal behaviour are linked. Unemployment is increasing, which disrupts both youth and society's usual routines and functioning.

3.2 Consequences of youth unemployment

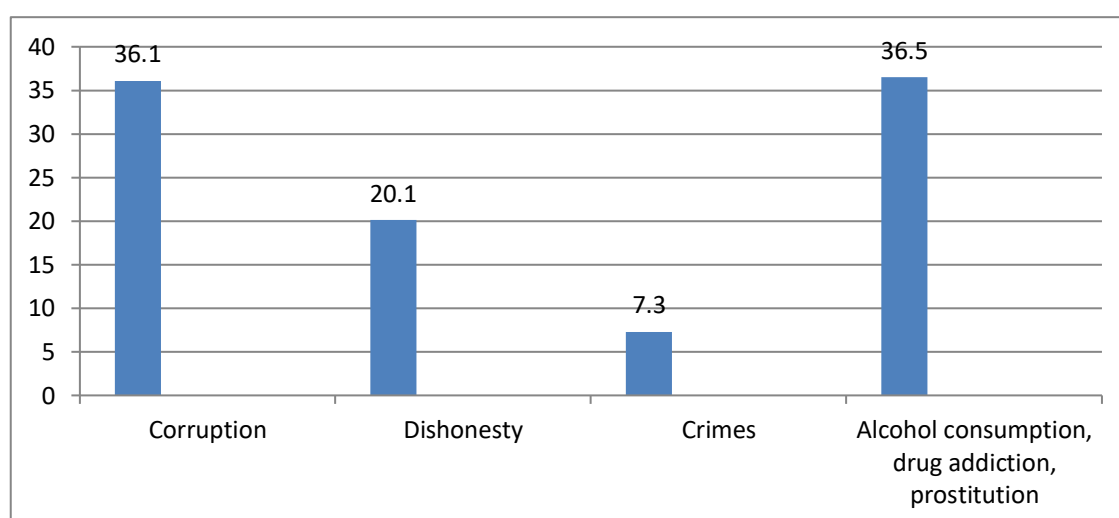
In a small state like Nagaland the frustrated life style of engaging in activities such as drug abuse, alcoholism, prostitution, dishonesty and corruption are scaling up rapidly and this can have a huge impact on the life of youth and society at large. All because of being unable to get a secured job for life. The youth being at its vulnerable stage are influenced by all these factors. And when they are going through situation which they cannot control chances of them getting involved in various activities which are harmful for self and society becomes high.

The significance of job creation could be tactic to lower youth involvement in crime. High rates of unemployment among urban adolescents result in poverty and misery and drive the majority of them to turn to crime as a substitute for gainful employment. People were compelled to adopt illicit measures by youth unemployment in order to meet social expectations. Most people believe that youth unemployment is a major factor in rising crime rates. This is because youth unemployment forces them to look for alternative means of supporting themselves. When young people cannot find legal gainful employment, they frequently turn to illicit activities like prostitution, violent robbery, and theft to fund their basic necessities (Omboi, 2020). According to Stephen (1999), self-blame unemployment boosts alcohol consumption whereas long-term homelessness influences hard drug use.

In an effort to shed light on why youth commit more crimes than any other age group, Greenberg (1985) applied the motivational perspective to the age distribution of crime. According to his theory, entrance to the adult labour market has gotten more difficult while youth perceptions of their requirements have increased due to a range of media influences that have enhanced the importance of employment to youth. Youth are reliant on money provided by their parents or their own employment to purchase material goods and participate in leisure activities. In the lack of financial support from their parents, youth must find job of some sort. When youths learn that there are barriers to entry into the adult labour market and that these barriers prohibit them from successfully obtaining independent financial support to meet their perceived needs, a crisis arises. It is also anticipated that the contradictory trends of rising perceived needs and diminishing access to the labour market enhance young people's motivation to commit crimes.

According to the most recent National Family Health Survey (NFHS-5) data, alcohol consumption in "dry" Nagaland is higher than the national average among those between the ages of 15 and 49. According to the report, 31.1 per cent of men in Nagaland between the ages of 15 and 49 drinks alcohol, compared to a national average of 22.4 per cent. In contrast to the national average of 0.7 per cent the report found that just 1.4 per cent of women in the same age bracket in Nagaland drink alcohol (International Institute for Population Sciences (IIPS), 2021).

Figure 3.2 Consequences of unemployment



In (Figure 3.2) the respondents were asked to rate the outcome of unemployment based on severity. The result shows that 36.5 per cent educated unemployed youth responded on Alcohol Consumption, Drug Addiction, and Prostitution. On the other hand 36.1 per cent of respondents believe Corruption as consequence of unemployment. Whereas 20.1 per cent of the educated unemployed youth responded on dishonesty and the least percentage securing 7.3 per cent marked on crime. When it comes to crime due to unemployment in Nagaland only 7.3 per cent respondent agreed on this as per the data. Unemployment has led to numerous social evils in the state of Nagaland, but when it comes to criminal activities it is less when compared to other states or even national scenario. The cases of educated unemployed youth and its involvement in criminal activity show very less.

According to the data of this study, drunkenness and corruption among unemployed youngsters in society is considered a major issue. It is to be noted that most respondents believed that due to unemployment most youth indulge in social evils like taking

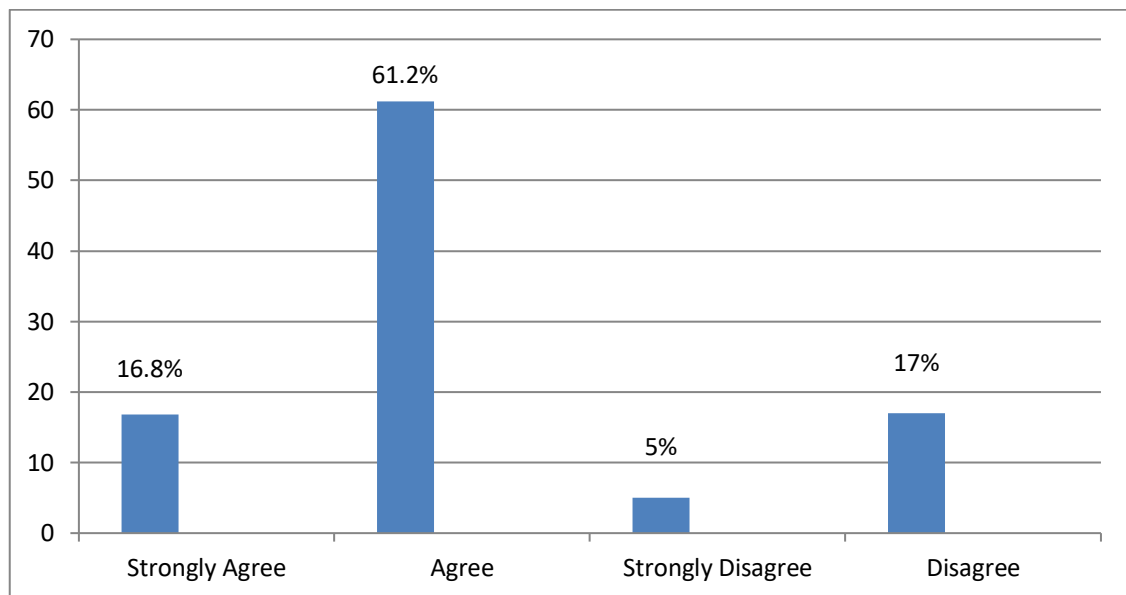
intoxicants, fell prey to corruption, dishonesty etc. Frustration mounts high because of unemployment thereby leading to a very indecent way of life not confirming to the social norms and values as expected, as normally, hard work, obedience to parents, respect for fellow members of society, pursuit for independent life so as to avoid economic burden to parents are some of the values Naga society holds on. However, with little scope of employment coupled with the influence of globalization, people would copy high life style despite no resources. Thus, there is a rampant practice of corruption making way into Naga society. This is indeed a serious issue in Naga society. It is often alleged that many deserving candidates are deprived of opportunities due to the very existence of illegal backdoor appointments. This deprivation and scarcity of government jobs and opportunities pushed individuals to astray from the accepted values and practices. Accepted values and practices in the context of Naga society is specifically mean here as avoiding consumption of alcohol and maintaining dignity of labour, however due to frustration unemployed youths becomes the victims as shown in the data majority of the respondents express about taking intoxicants and also falling prey to corruption and dishonesty due to unemployment. Majority believes that unemployment plays a major role in pushing youths to deviant act.

Looking at the scenario of educated unemployed youth in Nagaland, most preferred to work in a government sector and not private sector. For sake of job security and better salary, in the absence of strong industry where people can work for better salary in private sectors, it is only obvious for people to seek government job. This kind of situation can, many a time, force the youth to find ways not in conformity to the socially accepted means. There is the symptom of withdrawing, isolation, frustration and hopelessness prominently appearing in the life of unemployed youths. While some turn their frustration to drinking alcohol and other frustrated life style elements some choose the dishonest and corrupt ways in order achieve their goals.

This study shows that not only is unemployment harmful for young people today, but it has also been demonstrated that its negative impacts persist throughout a person's career. Years of unemployment causes negative consequences to the youth. Our field data shows that unemployment does affect the educated youth and make them to resort to various unwarranted and unexpected behaviour. The response suggested that there are high expectations for students after they graduate from colleges and universities. However, after being remained for number of years unemployed, signs of despair

become visible because of their inability to find a job. This becomes a turning point for many educated youths to turn to deviant behaviour not confirming to the accepted way of behaviours. Drug peddling, involvement in extortion, joining in underground factions and many more are few examples. All these make society an unproductive one.

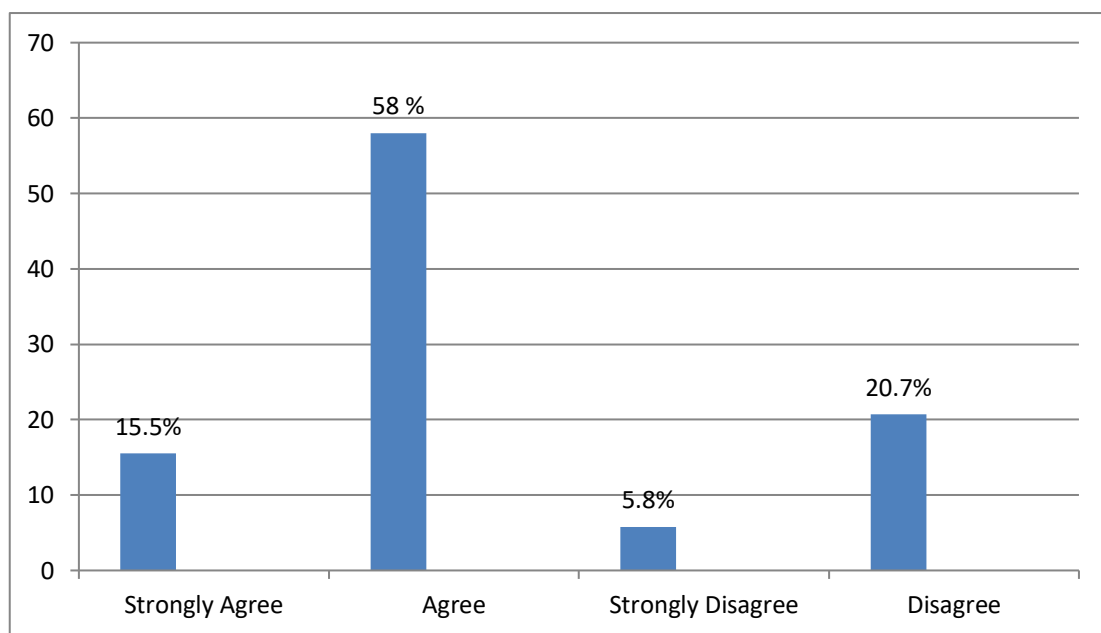
Figure 3.3 Unemployment leads to frustration and resort to socially unacceptable behaviour.



(Figure 3.3) shows that 61.2 per cent of respondents agreed to the fact that being unemployed for long years, those youths have resorted to socially unacceptable behaviour. Here unacceptable behaviours would mean to indicate creating nuisance in the family and society. Not conforming to the call of society. Although it appears value loaded, however this aspect cannot be overlooked since Naga society being 89 per cent Christian dominated population adhering to Christian ethics and values is very important. In that, it does not in any way undermine the importance of the other religious community. Moreover, respondents in this study are all Naga youths subscribing to Christianity. Therefore, attending church on Sunday, honesty, refraining from behaviours not acceptable to community etc includes in the list. Therefore, it must be stated 16.8 per cent strongly agreed to this, but 17 per cent of the respondents disagreed on this call while 5 per cent of the respondents again strongly disagree. The percentage of disagreement on this call is also because of the fact that many youths or for that matter many people in spite of having a secured job were also found to be involved in practising unacceptable behaviours in society.

It must be noted here that the time spent while looking for job, i.e., immediately after completion of studies till the time ones get a job, this time duration determines the youth life significantly. For example a wide range of factors affects their mental health, behaviour, and activities throughout this waiting period. People with education, and especially those with college degrees, have relatively high expectations about their employment prospects because they believe that education opens the doors that would otherwise remain closed. However, to most of their disappointment the doors tend to remain closed. Educated youth are even more likely to feel tricked, irritated, resentful, or even angry as there is economic stagnation for personal maintenance on the one hand and losing of dreams on the other all these adds up to ultimately find themselves in wrong footings.

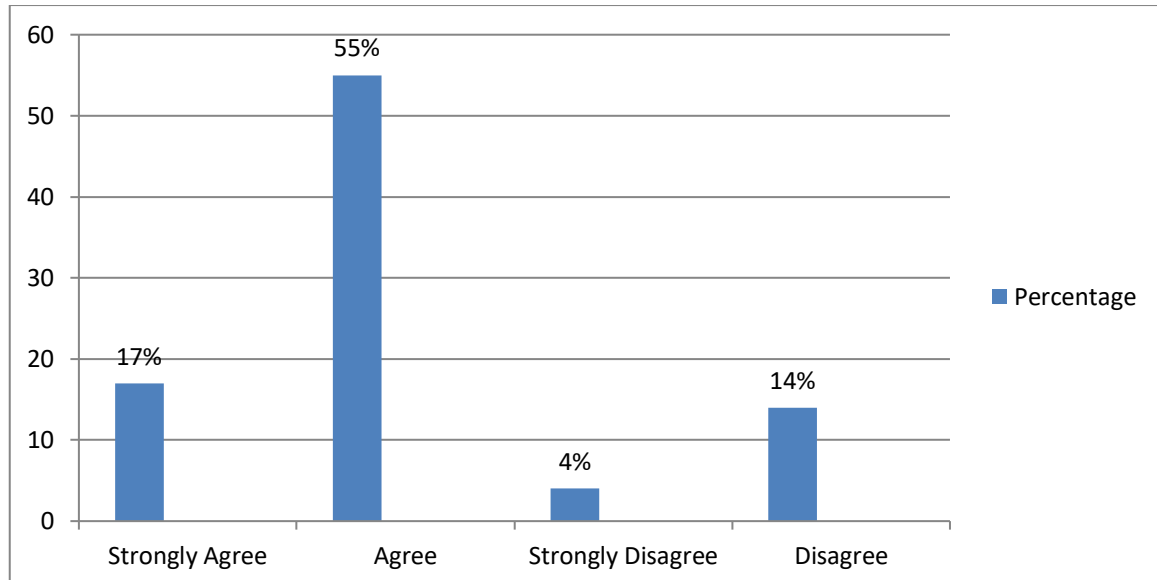
Figure 3.4 Crime, alcohol consumption and prostitution are due to unemployment



In (Figure 3.4), the data shows that majority of the respondents 58 per cent agreed to this call while 15.5 per cent of the respondents have marked strongly agree. But 20.7 per cent disagree and 5.8 per cent strongly disagree to the call. This result shows that the majority of respondents believed that crime, alcohol consumption and prostitution are spontaneous behaviour that is impacted by unemployment. It must be argued the resultant impact of unemployment is socially serious since majority of the respondents agreed to it. However, such serious social problems are not just caused by one factor

alone. Many advanced societies around the world too have such problems in spite being better and well-off society compared to Naga society.

Figure 3.5 High unemployment rate leads to higher crime rates



(Figure 3.5) data in this study shows that majority of the respondents 55 per cent agreed that higher the unemployment rate the higher will be the crime rate too. In this determinant, 17 per cent of the respondents strongly agreed while 14 per cent disagreed and 4 per cent respondents strongly disagree that high unemployment rates lead to high crime rates. With the trends of data in this study it is much expected that the crime rate in the state is linked to young people who are unemployed and frustrated. It must be noted here that in local dailies there are regular reports of theft, smugglers, murders etc. and most of the accused belongs to the age category of 18-35 years of age. Our argument in this regard can be substantiated by three years crime reports in Nagaland for the year 2013, 2014 and 2015. It must also be noted here that the respondents in this study did not disclose anything about their involvement in any of the crime. It was also not the intention of the study to find out the respondents' involvements in crime. Hence crime statistics presented below is only for general understanding of the trends.

Table 3.1 Comparative Crime Statistics of Nagaland for the Year 2013, 2014 and 2015 under IPC

Crime Head under IPC	2013		2014		2015	
	Case Registered	Person Arrested	Case Registered	Person Arrested	Case Registered	Person Arrested
Murder	81	43	59	28	55	39
Attempt to Murder	62	34	57	44	49	52
Culpable homicide not amounting to murder	14	08	04	02	10	09
Rape	28	47	31	40	30	31
Kidnapping and Abduction	56	70	35	51	84	43
Dacoity	01	01	07	02	03	05
Robbery	46	73	41	41	44	52
Burglary	49	27	48	51	48	28
Theft	389	334	425	256	432	281
Criminal Breach of Trust	10	11	12	01	04	04
Cheating	69	141	50	62	46	62
FICN	05	18	05	09	06	04
Extortion	129	275	135	181	159	223
Rioting	11		11		04	01
Other IPC	250	280	250	210	262	242
Total	1200	1362	1172	987	1236	1066

Source: Nagaland Police

The above Table 3.1 shows the crime statistic of Nagaland for the year 2013, 2014 and 2015. Under different head crime under Indian Penal Law, the highest was under the head Theft, and second under extortion. Each year the data showed growth in the number of cases registered in these two head (Theft and Extortion). The report also shows the decline in total number of cases registered from 1200 in 2013 to 1172 in the year 2014 but for 2015 it shows increased to 1236.

Whatever the quantum of case, in a small state like Nagaland the crime rate is increasing and this shows the image of the society. Many of the cases go unnoticed or unreported also. Youth life being a vulnerable stage in one's life they are exposed and influenced by all this factors. When a youth is going through difficult time or situation in life their life become vulnerable to many temptations hence chances of them getting involved in such crime becomes high. These crimes are committed mostly by person in the age category of 18-35 years which is quite alarming. Unemployment cannot be the sole factor for crime however it cannot be ruled out.

3.3 Socio-Psychological Influence of Youth Unemployment

Employment is essential for maintaining healthy mental health, and if it is not available, it may have a detrimental impact on mental health. Weich and Lewis (1998) make an effort to determine whether youngsters who are too poor and unemployed are more likely to experience prevalent mental problems. The study finds that common people's mental confusion grew as a result of youth unemployment. Damage to their finances increases the youth's susceptibility to being victims of dangers, poverty, and unemployment. The opinions of authors who had described how people responded to unemployment in the 1930s were summed up by Eisenberg and Lazarsfeld (1938) as follows: initially, there is shock, which is followed by job-seeking and optimism; next, a jobless person becomes pessimistic and experiences distress; and finally, he or she becomes fatalistic with a broken attitude.

The effective completion of eight sequential stages is required, according to Erikson (1959), the creator of the life span developmental theory, for an individual's ego and self-esteem to grow normally. An individual must transition from adolescence to adulthood during the fifth stage, known as Erikson's "industry stage," which is dependent upon acquiring a suitable occupational identity. Erikson proposed that the developmental tasks that must be accomplished in "middle age" comprise achieving life goals that include commitments to one's family, job, and society. In these ways, failure on the job market is likely to reduce someone's sense of value and psychological health. Additionally, heightened expectations for university graduates, as well as family and social pressures related to job-seeking activities, may operate as potential mediators of depression and stress disorders in university graduates pursuing career opportunities (Cassidy & Wright, 2008).

In order to understand the deviant behaviour among the educated unemployed youth here are few of the results discussed under the following heads.

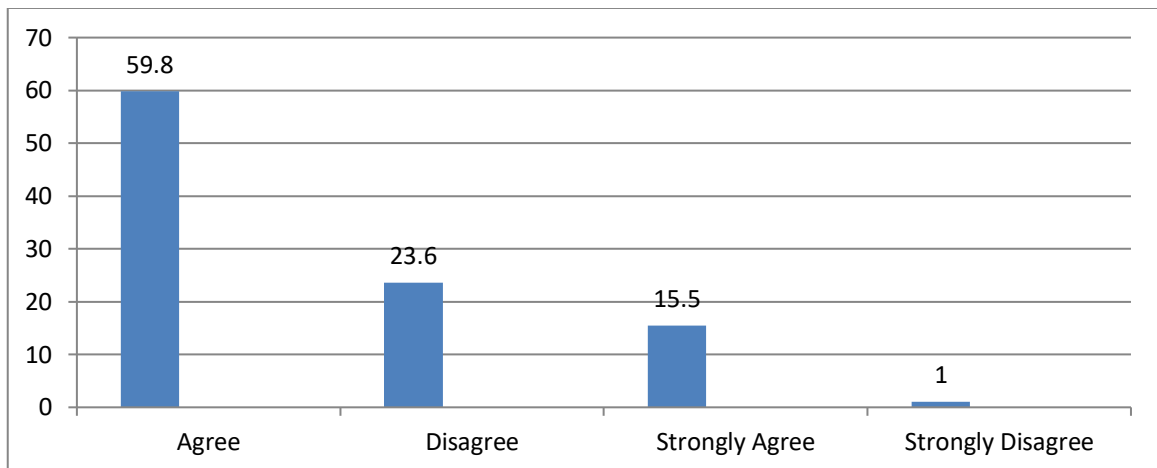
3.3.1 Unemployment and Mental Health

Those facing the problem of unemployment especially the youth are facing various problems both physically and mentally. Problems like frustration, depression, corruption, involvement in anti-social activities are all linked to unemployment. It is considered that unemployment is the real cause of mental stress. It gives rise to many other problems like self-isolation, depression, anxiety, substance abuse, heart disease etc. Not having a job has its toll on the educated youth both physically and psychologically.

One of the most pressing issues has been the state of people's minds. According to Employee Well-Being Survey, 2020, by the 7th Fold found out that the worst mental health was among the unemployed. Anxiety was experienced by 47 per cent of the unemployed, tension by 61 per cent and anger by 42 per cent 60 per cent of those without jobs expressed tension over future uncertainty, while 61 per cent expressed stress over career advancement (Sarkar, 2020). According to Jahoda (1982), having a job satisfies a psychological demand that must be met in order to sustain healthy mental health. People who are not in the labour force are also at risk for mental health issues because of this psychological demand, which is satisfied by employment (Paul et.al., 2009). According to a global poll of young people aged 15 to 24 conducted by the Organisation for Economic Cooperation and Development (OECD), maintaining one's mental health and unemployment are the youth's top worries for coping with this challenging circumstance (Kumar, 2020). Additionally, the increased mental instability brought on by the youth unemployment may pose a greater threat to social stability and internal security (Young, 1999).

Some of the indicators or determinants resulted due to unemployment are discussed in the following:

Figure 3.6 Unemployment leads to poor mental health



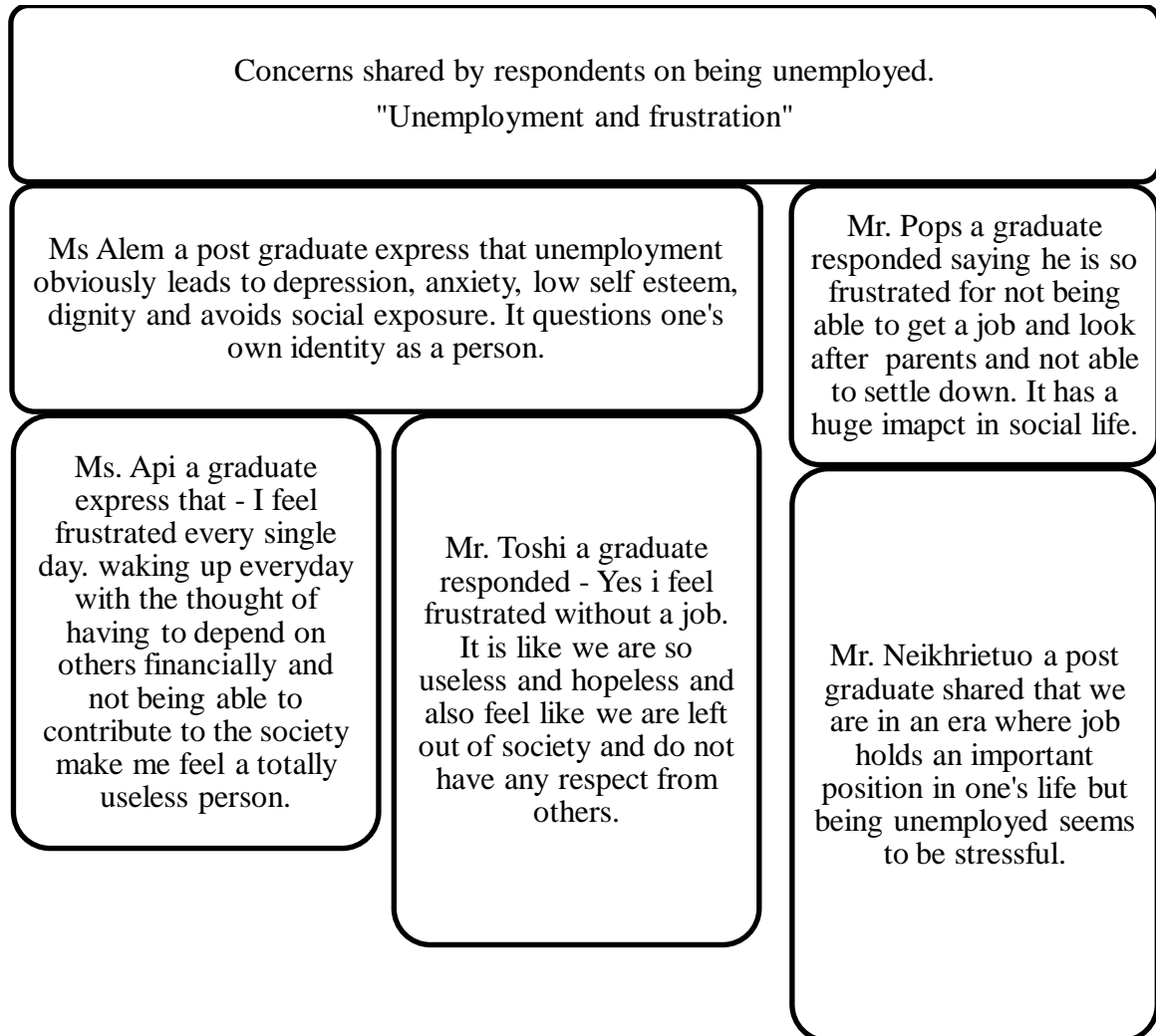
In (Figure 3.6) opinions were sought from the respondents whether unemployment leads to poor mental health. In that, data show that majority 59.8 per cent of respondents have agreed that unemployment leads to poor mental health. However, a reasonable percentage of respondents forming 23.6 per cent disagree. While it may be seen that on the other hand, interestingly 15.5 per cent of the respondents strongly agree to poor mental health because of unemployment and a negligible 1 per cent of the respondent strongly disagree on this point.

From the above data, it can be understood that the educated unemployed youth has become psychologically at risk; thereby they are increasingly in a state of isolation. It is also evident that many of the educated unemployed youth suffers from poor mental health since an active person willing to work but not getting a desired job can be in a long run affect its mental health. If not for all, many become difficult to live without a regular financial source. Although there are reasonable percentages who also disagree with the opinion, however, this may be because they are economically better background, but it needs further deeper investigation.

Low self-esteem, feelings of unworthiness, depression, and hopelessness are all mental health issues. Because of no income the dissatisfaction also comes with it, many of the unemployed youth have formed negative attitudes toward everyday life situation and believe that their sense of purpose has been taken away. Low self-esteem, inadequacy, and a sense of hopelessness are common emotions that the unemployed youth are facing.

Figure 3.7 Unemployment concerns on frustration

Some of the views and concerns shared by respondents are reflected here as under to understand their sentiments on being unemployed.



When one is faced with the weight of unemployment, whether for short or long term, it can lead to a feeling of stress, frustration, powerlessness. Unemployment puts the one to a series of psychological problems. The feeling of dissatisfaction, depression, sadness, and low self-esteem are all signs of psychological disorder. Unemployed youth are most likely to be exposed to such lives which can lead to isolation from others. From the responses below it is clear that they are feeling frustrated without having a job. The parent, family and society's expectation make them more prone to feeling depressed and rejected. And the very fact that they are educated with high level of

education but with no job makes them feel deprived in life. It leads to short temperedness, uselessness and deprivation. Being at home and depend on family members for long period create a negative environment knowingly or unknowingly. Some of the statements being provided by the respondents in the process of data collection are; yes, joblessness is frustrating as society indirectly mocks at us for being jobless. Peoples' opinion is that one should have a job immediately after his/her studies. Indeed, such attitudes and opinion demoralise our confidence, said a respondent. While one stated that he is frustrated for not having a job in-spite of having good education. Such social opinion in the air loses confidence to present oneself in society. Other remarks of the respondents include; feeling useless not just in society alone but even in the family circle. While some have the feeling of inferior complex thereby degrading his life value, while still few others have claimed that it brings toll on the mental and emotional health, and still to some frustration mounts every single day to be dependent on others financially making oneself feel totally useless, indeed this is the saddest situation.

These kinds of negative feeling and self-rejection due to unemployment are not showing any good sign of healthy society.

Imnatemsu, a male respondents having qualification of B.Tech mechanical confessed that –“Yes to be without a job for 3- 4 years is very frustrating. It has made me short tempered hopeless and inferior. I feel like my value to my society is degrading”

Chichano, female, a Post Graduate responded – “Yes, I feel frustrated without a job. It is very discouraging and brings a toll on my mental as well as emotional health. It is making me have terrible mood swings all the time”

Some of the respondent even went to the extent of saying that the feeling of frustration is such that, it made them opt for joining the underground faction. This are the steps through which an individual could end up joining or choosing the wrong career in life. Therefore, a proper guidance and care is needed to deal with person going through such situation.

“Yes, immeasurable and very often it struck my mind to join Naga underground factions.”

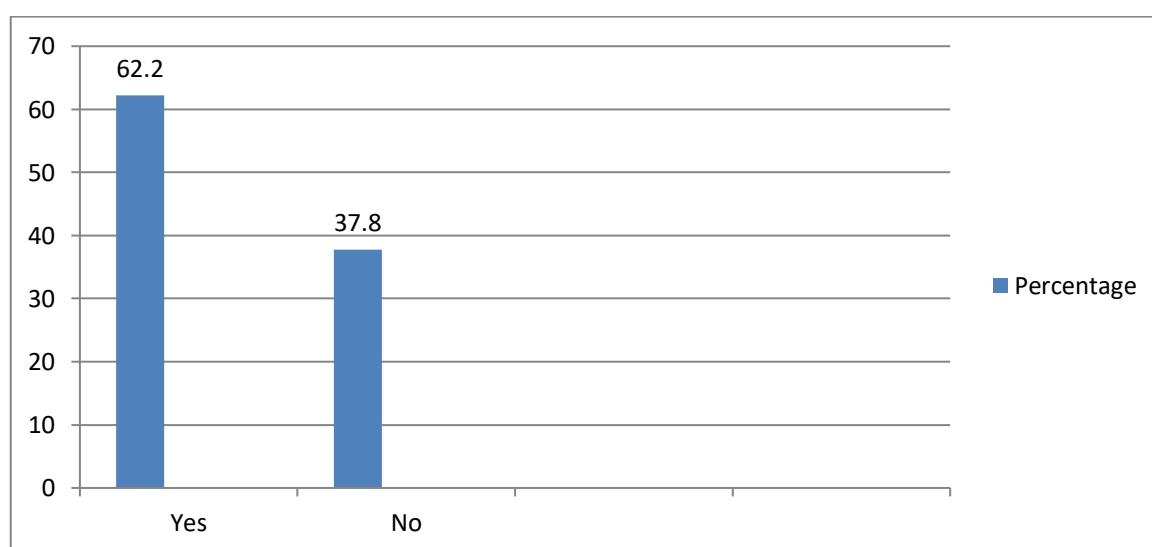
“Knowing the fact that some of my friends had already got a job and moved on, leaves me feeling stuck and hopeless after all the hard work and determination and youths who are less educated seem to be finding jobs more easily than those with graduate degrees top my frustration.”

3.3.2 Unemployment and Family

Unemployment problem not only disturbs the person concerned but it affects families on many factors. Problems within the family like financial status, stress, hardship and mental health. Based on the present study, it has been found that unemployment not only hinders the psychological wellbeing of an unemployed youth but it also affects their relationship with their family. Family is looked upon as one of the most important social institutions in the development of youth behaviour and attitude. When a family's relationship with an unemployed person is harmed the psychological component of the unemployed youth is strained, which leads to deviant behaviour.

One of the most essential institutions in the formation of a child's behaviour and attitude is the family. It is the primary platform through which a child receives various forms of supervision and discipline from parents and other family members. In this study, it has been found that unemployment among the youth within the family has high impact on youth.

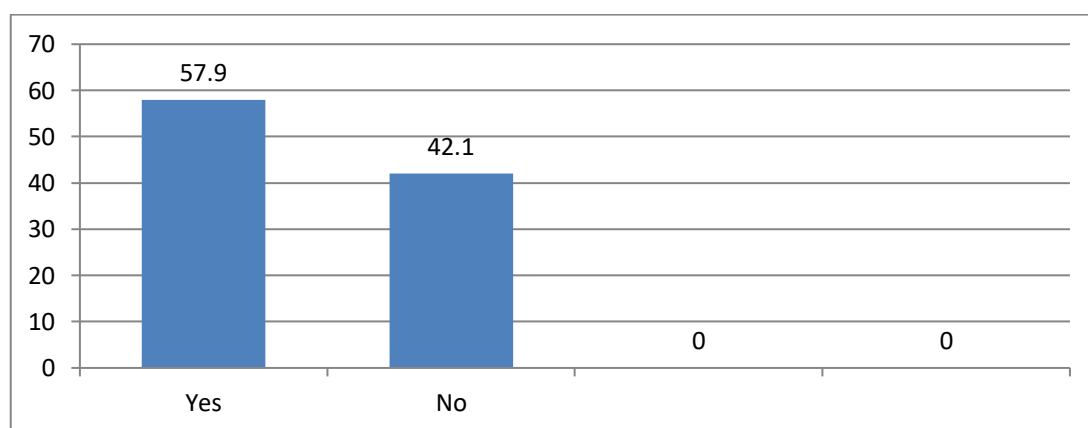
Figure 3.8 Unemployment affects one's status at home



Data in (Figure 3.8) points out that 62.2 per cent respondents confirmed ‘Yes’ unemployment affect their status at home. However 37.8 per cent of the respondents are

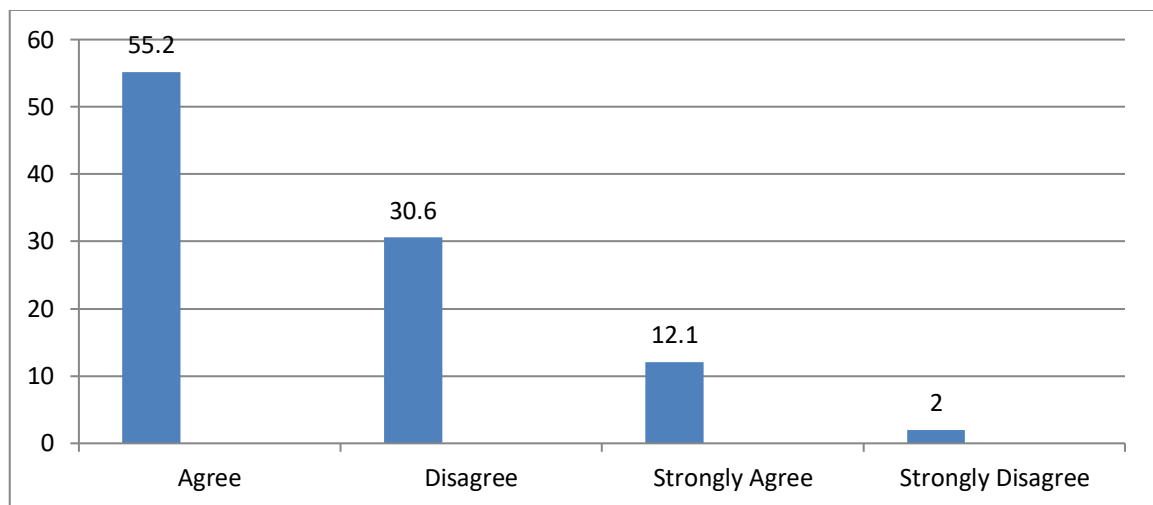
of the view that unemployment does not affect their status at home. The finding show that majority of the educated unemployed youth accepts that being unemployed affects their status at home. Unemployment is a personal situation and family play as a main source of support for the unemployed youth. Unemployed youth depend on the family for all needs. Family provides financial support, comfort and a stable home to live in. However, there are instances when parents out of concern keep complaining about not getting a job. Such complaints create stress and low self-esteem for many unemployed youths in the family. When people are feeling frustrated and depressed and people keeps grumbling, it tends to lower self-esteem, and social identity.

Figure 3.9 Unemployment affects the status of family in the society



The data in the above (Figure 3.9) shows that about 57.9 per cent of the respondents are of the opinion that being unemployed affect the status of their family in the society. While 42.1 per cent of the respondents believed that being unemployed does not affect their family status in the society. Unemployment affects status of family in society. Among the Naga society one of the indicators of successful family is to give education to their children and the educated children whom we now call as educated youth must get a job. Therefore, employment of an educated youth of a particular family largely remains as a success status in society. The effects of unemployment often lead to exclusion from outside social relations like visiting friends and family in the fear of being asked what their sons and daughters are doing. It may be noted; families of lower income category, in many instances, parents often expect and depend on the financial contribution from their children.

Figure 3.10 Unemployment affects family life negatively



As seen in the above (Figure 3.10) majority 55.5 per cent of the respondent agrees that unemployment affects their family life negatively. While 30.6 per cent of the respondents disagree with the fact that unemployment affects their home life in a negative manner. In the case of those who strongly agree on this point is at 12.1 per cent while there are 2 per cent of the respondents who strongly disagree with the statement that unemployment affects family life negatively. While, it is generally a known fact that unemployment leads to financial hardship and causes disturbances in the family relationship. When someone is engaged in a job, he/she earns for its living hence the earning person is not the cause of economic problem in the family. If not for all, overwhelming majority of Naga families belong to middle class, and when there are unemployed youth living in the expense of the family, it becomes a problem. Parents struggle to make ends meet and insecurities can harm the relationship between the family members. Such economic strain and mental stress can bring negative change in the family.

3.3.3 Unemployment and Marriage

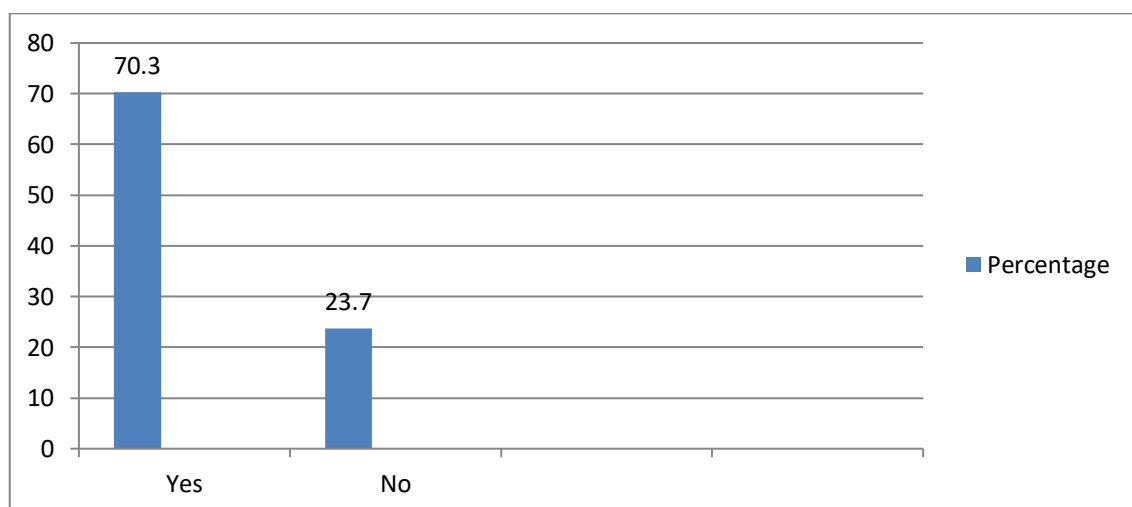
Marriage is typically thought of being a relationship between two people who are of different sexes. It is a socially approved and recognised union of two individuals. It is not always about the couple but rather it affects the whole society and future generations (Jain, 2019). In comparison to never being married, marriage considerably improves mental health. Marriage aspirations are influenced by a variety of social and cultural conventions, and departing from the intended life route can be stressful and

have a detrimental effect on mental health in addition to going against these standards. The benefits of marriage on mental health have been thoroughly documented in the literature. People receive different socio-psychological, economic, and social benefits from it, as well as a sense of significance to other people. In addition, it offers greater social integration and support than being single does (Carlson, 2012). In the words of MacIver and Page marriage as a social institution is regarded as one of the important features of human society.

In societies with weak social bonds, socially unwelcoming behaviour thrives. This is due to the fact that social institutions often loosen in preventing such behaviour. The established social norms are mediated through institutions. When people marry, for eg, social bonds are frequently developed. Marriages have the capacity to change the lives of those who would otherwise engage in socially nonconformity behaviour. People who obey the established norms are rewarded handsomely by social institutions. Individual members of society are bound together by interconnected systems of constraints and duties created by social institutions such as marriage. They also levy hefty penalties on deviant members who engage in blatantly antagonistic behaviour.

Therefore, it is important to understand the scenario of unemployment and marriage in society. Unemployment problem will continue to exist in society more than the usual number and it will be a concern for the youth and society in the near future if more youth remain unmarried due to unemployment.

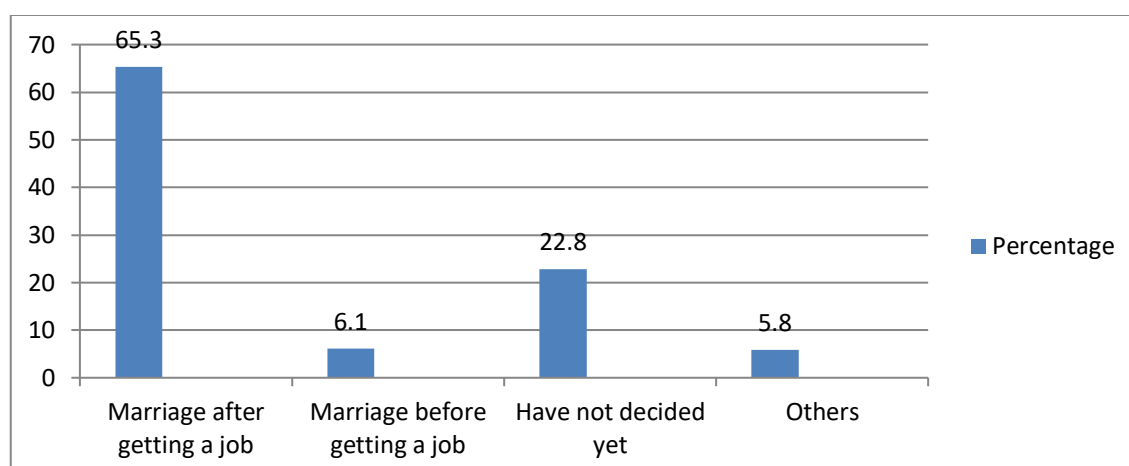
Figure 3.11 Unemployment leads to delays Marriage



In (Figure 3.11) the data indicates that 70.3 per cent respondents accept that unemployment delays marriage. While 23.7 per cent respondents responded 'No' unemployment does not delay marriage. Majority of the respondents agree to the statement that 'Yes' unemployment delays marriage and it plays as a stumbling block in starting of a new chapter. In the absence of a regular financial source of earning, it is only obvious that proceeding one's life activities every day itself is a problem. In that, what Karl Marx said that it is the social existence that determines the consciousness is absolutely relevant. The unemployed youth are more prone to stay at home and exclude from social life because of the fact that he/she does not have a regular financial source of their living hence marriage is delayed.

The notion that marriage plays an important part in the existence of society is supported by many. In this understanding, one can assume the role of marriage in contributing to the overall functioning of society. However, when such understanding is hampered by the unemployment among the youth, issues of delayed marriage, not wanting to get married and losing interest in marriages takes its toll. Most, if not all, young men and women desire to enter marriage as an institution once they reach a mature adult age. However, the reality is quite different, particularly for young men who reach adulthood but are unable to realise this hope in a timely manner. The fact that the majority of young people put off getting married because they are unprepared to handle the challenging circumstances they will face in marriage, speaks volumes about the influence of unemployment on the institution of marriage. In today's global society, youth are aware that once they get married, they will need to provide for their family financially, thus without a suitable job, they did not want to get married.

Figure 3.12 Marriage Preferences



The above (Figure 3.12) shows that 65.3 per cent of the respondents prefer to get marry only after getting a job. While 22.3 per cent respondents have not taken a decision on when to get marry and 6.1 per cent of the respondents prefers marriage before getting a job and the rest 5.8 per cent respondents opted for others. It is a clear indication that majority of the respondents wants to get settled only after getting a job. Job is one important factor for survival and managing a family and when a person is unemployed it becomes difficult to start a family even if one wishes to. The other percentage of the respondents, though in minority, who wish to get married even before getting a job or those who do not confirm to the statement are in many instances from affluent family whose parents' economic conditions are sound and have diverse resources that he/she would manage the maintenance of the family if started.

It may be noted, in earlier days it was normal and easy for an individual to get marry early with or without job and start a family simply because society was simple, every member of society practised jhum cultivation, the occupation of the people was relatively simple. However, as society grows in size, while on the other hand resources are always limited, and with the changing times, things are not like what it used to be. In society everything is interconnected, one problem leads to another. If the unemployment problem persists, as data suggests, the number of unmarried young men and women will rise, resulting in fewer weddings in many situations, and such a situation would have a significant impact on demographic aspects of society.

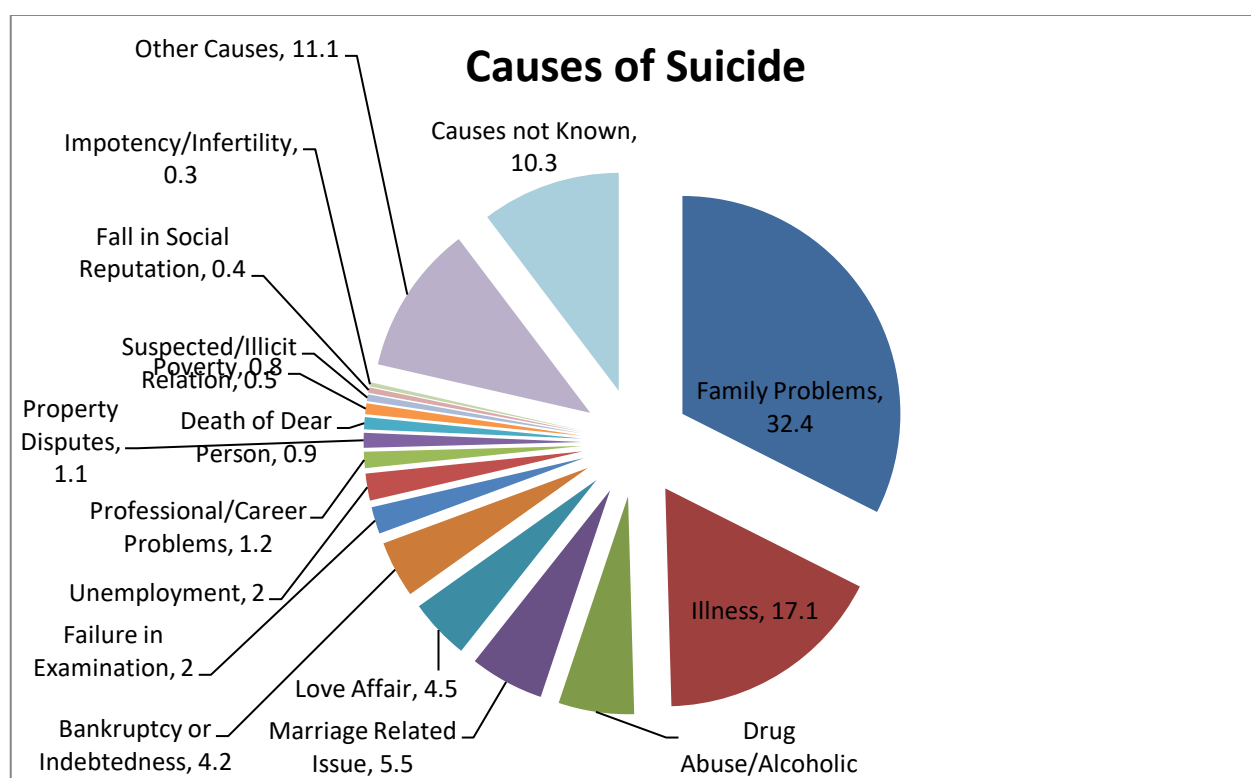
Therefore, such preferences among the youth appear to be largely influenced by financial insecurity. The responses to marriage could have been influenced by the uncertainty of the future.

3.3.4 Unemployment and Suicide

According to World Health Organization, in India suicide is an emerging and serious public health issue. In simple words, suicide is death caused by injuring oneself with the intent to die. Many factors can increase the risk for suicide like experience of loss, loneliness, financial related issues, love affairs, illness, abuse, discrimination etc. Indian youth have the highest rate of depression among young people worldwide, according to the World Health Organization (WHO). In India, 10.9 individuals commit suicide for every lakh people. Most suicide victims are under the age of 44. Both the cause and the result of unemployment and poverty may constitute mental health issues (Sriram, 2018).

According to National Crime Records Bureau (NCRB) the suicide cases registered due to unemployment in India have increased by 24 percent from 2016 to 2019. The records state that 2,851 people committed suicide due to unemployment in 2019. The data for 2016 was 2,298 (The Indian Express, 2021). In a report released by the National Crime Records Bureau (NCRB), Sikkim and Tripura were found to have the highest rates of suicide in Northeast India in 2019. Sikkim was in first place with 33.1 percent of the instances, while Tripura recorded 18.2 percent. The research also stated that the two states' suicide rates in 2019 were above the 10.4 per cent national average. Following Tripura, Arunachal Pradesh reported a suicide rate of 7.4 per cent moving up to third place in the Northeast, ahead of Assam 6.9 per cent and Meghalaya 6.1 per cent. Mizoram and Nagaland each had at least 1.9 per cent of cases (Deb, 2020).

Figure 3.13 Percentage Shares of Various Causes of Suicides During 2019



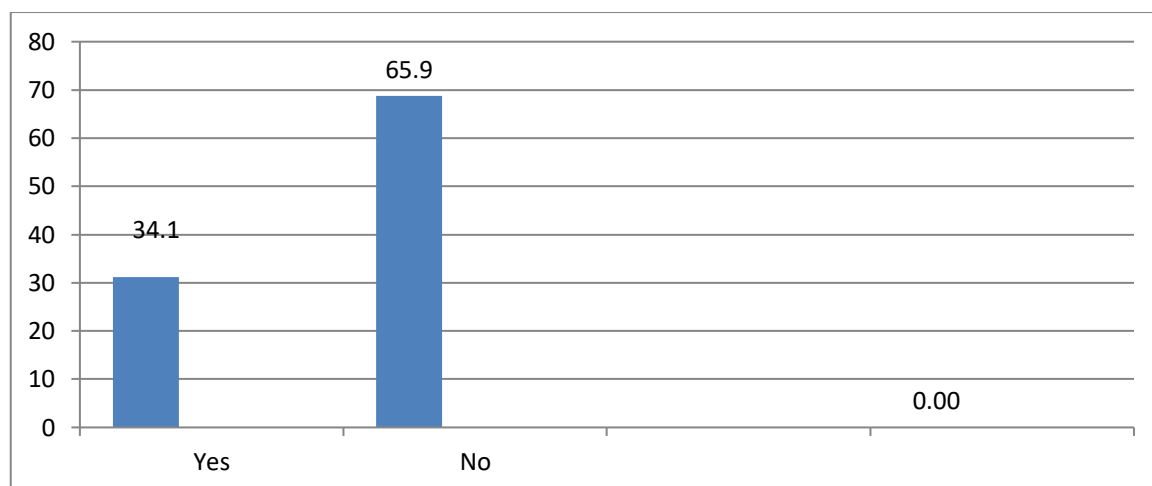
Source: National Crime Records Bureau 2019

(Figure 3.13) data reveals that "Family issues" 32.4 per cent and "Illness" 17.1 per cent accounted for the leading reasons of suicides in 2019. Other reasons for suicide were 'Drug Abuse/ Addiction' 5.6 per cent, 'Marriage Related Issues' (5.5%), 'Love Affairs' 4.5 per cent, 'Bankruptcy or Indebtedness' 4.2 per cent, 'Failure in Examination' and 'Unemployment' 2.0 per cent each, 'Professional/Career Problem' 1.2 per cent and 'Property Dispute' 1.1 per cent were other causes of suicides. Therefore, according to this data, suicide due to unemployment in India in 2019 is 2 per cent. The highest number of suicides happens due to family related problems and illness in India. All other factors fall under 10 per cent, with the exception of additional reasons 11.1 per cent and causes unknown 10.3 per cent. So, the majority of causes of suicide in India are family-related problems.

Suicide, because of unemployment is there in society. It maybe 2 per cent now but looking at the unemployment scenario and the chances of growing higher in the days to come, the suicide rate has higher chance to increase in the near future. India having a large young population, the employment prospect looks very lean. The country would

not be able to accommodate everyone with the employment they want. In the course of such situation the unemployment problem will escalate and lead to problems of suicide.

Figure 3.14 Unemployment causes suicide



The above (Figure 3.14) shows the data collected from the respondents. The response shows that 65.9 per cent of the respondents do not agree that unemployment cause suicide. However, 34.1 per cent which is a minority of the sample respondents have the opinion that unemployment causes suicide. Going by the National Crime Bureau Report (NCBR) as presented above on the one hand and field data collected in the instant study on the other hand, confirms the finding that the rate of suicide in Nagaland compared to other parts of India is not high hence insignificant. However, there is no assurance that suicide case will remain low always. Suicide stems from social conditions as Durkheim claim, while unemployment problems among the educated youth is very much a social problem and if it continues in the current trends of unemployment rate, the day is not far when Nagaland will witness the growth of suicide rate.

Unemployed people suffer just as much as those who suffer from a chronic illness. His life is impacted in every way. He is socially, economically, psychologically, and mentally impacted, and the strain he is under could lead him committing suicide as a result of the stress. The effects of unemployment must be taken more seriously by citizens, society, and the government, and the root causes must be dealt with as quickly as feasible. Educated youth who are unemployed should receive particular consideration. Jobless youths are dreaded just as much as the unemployed stage of one's

life, which is hoped to be avoided in a generation with boundless potential for good and evil and where youth are the driving force.

3.4 Conclusion

The second objective of this study was to find out the deviant behaviour of unemployed youth in Nagaland. The above discussion has fulfilled the second objective of this study.

To sum up, the result of this chapter indicates that there is a relationship between unemployment and behaviour not conformity in society among the educated unemployed youth in Naga society. It has been observed that one of the most severe problems faced by the educated youth is that of unemployment. The educated youth in society goes through a lot of hurtles due to the long years of unemployment, which in turn leads to frustration, depression, anxiety, incompetency and low self-esteem, feeling of dependency. Not only does it affects their mental health but also creates a major effect on their relationship with friends, family and society. Man being a social animal is connected to different parts in society, and when one part is affected, it definitely affects the other part. Hence, we can see that when educated youth is jobless or suffers from unemployment, all other parts like family, friends, psychological health, financial, and socio-cultural lives get hampered. There is high dependency between unemployment and mental health in society.

Youth unemployment, if unchecked will cause series of problems in society leading to mental issues, corruption, crime, dishonesty and lot of social evils. According to the survey the most common deviant behaviour were alcohol Consumption, Drug Addiction, Prostitution and corruption. It is very unfortunate to witness the huge problem of unemployment that has led to the existent of corruption directly or indirectly in society. There is no doubt that the unemployment problem breeds various social evils in the society. Many people who had been unemployed for a long time and remain jobless become victims of various anti-social activities and shows signs of mental disorder. Accordingly, it is believed that unemployment led to incident of social malaise such as increasing number of alcohol & drug abuse, confusion, bribery, corruption and many more. The unemployed youth faced hardship in matters related to home, financial difficulties, status, and relationship with friends and relatives etc. which have resulted in many consequences and has welcomed frustration of youths into

deviant behaviour. Both genders have been affected due to the problem of unemployment.

The results shed lights on various issues and can be understood that the educated unemployed youth are most affected by the problem of unemployment. Their status at home, with friends and society is affected largely in a negative manner. However, when it comes to suicide due to unemployment, the survey shows that the majority of educated unemployed Naga youth do not believe that unemployment cause suicide. Compared to other parts of the states the rate of suicide in Nagaland is not very high. Unemployment and delayed marriage also contribute to several outcomes in society. High unemployment means more unmarried youth, and more unmarried youth means more social and psychological problems in society. The above discussion leads to the confirmation of our assertion in the hypothesis that lack of employment opportunities among the educated youth leads to deviant behaviour is proved right. This is true because field data have exhibited with an overwhelming majority agreeing to this statement.

It can be concluded that along with unemployment, there are many other factors which contributed to youth involvement in socially unacceptable activities, like the conditions within their family, wrong choice of education, no proper guidance, weak industrial set up, wanting of government job and so many other factors. Such unbalanced society escalates the problem of society more and bring to light various conflicts and criminal activities of which many youths become victims. Hence unemployment may cause psychological disorder among the educated youth. A large sector of youth's potential deteriorates because of unemployment, and as the day goes by, many young people become trapped in their skills, and become increasingly hopeless and lacks in self-esteem. It is therefore a serious issue which needs to be addressed and need timely intervention and remedies to solve the problem of unemployment.

CHAPTER 4

PROBLEMS AND CHALLENGES

In Nagaland, unemployment has grown to be a serious issue. With the growing number of educated youths in the state the challenges of employment; so long as employment is confined only to government job, has become a big problem if not the biggest challenge. The days when there were plenty of job openings but no one was easily available to fill the void has long since passed. Employment is one of the most important social activities in society and many are dependent on it for development and stability. When there is shortage of employment opportunities, the group which is affected the most are the educated youth. Joblessness among the educated persons is understood as educated unemployment. It is a huge wastage of country's resources when those persons who are educated and is without a job. Joblessness often contributes to various evils in society. If this problem is uncontrolled it may lead to a bigger problem in society. The preceding point that employment opportunities were plentifully available earlier days needs further discussion. Nagaland became a separate state in the union of India on 1st December 1963. The importance of pursuing education until then was less significant. In that, people did not give much importance in educational sector as a result when Nagaland attained statehood it had to witness importing people from outside to run the government offices.

Unemployment is referred to as joblessness, or it is a situation when people are without job and actively searching for job. The rate of unemployment determines the impact on various aspects of society. Unemployment can be a terrible situation for those who have gone through it. It causes hardship and burden to various parts of social life and atmosphere. If left unaddressed it can lead to depression and downfall of state economy. Therefore, it is important to understand and study the problems and challenges of unemployment. It is serious social and economic issue which needs proper understanding. The disappointments experienced by the educated unemployed youth have dreadful impacts on them and it can exhibit in unimaginable ways.

Therefore, one of the most important social issues that Naga society is dealing with currently is the problem of unemployment. A society with high number of jobless people not only determines slow development but also affects an individual's life. Educated unemployed youth can lead to a bigger problem if it is not addressed in time.

There are lot of consequences faced by society due to youth unemployment. The problem of educated unemployed youth is steadily increasing over the years. Opportunity for employment in government sectors shall always be limited since no government in the world can accommodate its entire educated youth population, in that, Nagaland state is no exception. Not only in Nagaland but across the world, the issue of educated youth unemployment has grown significantly in importance.

The society is rapidly changing with the speed of light and problems and challenges of educated youth is going to be more in the years to come. Many social problems have social and anti-social dimensions. There are many social problems that society has been experiencing for a long time and solution to all these problems may not be that simple. The concern of this chapter is to bring to light the current social problems which are mostly the off shoot of the aged old social problems. It is of sociological concerns that problems like rising youth unemployment, corruption, crimes, etc. needs to be addressed. It therefore, focuses on the possible reasons contributing to educated youth unemployment and the issues and challenges faced by them. It discusses issues and challenges of educated unemployed youth in Nagaland.

This chapter fulfils the third objective of the study which is to study the problem and challenges of educated unemployed youth. The results and discussion in this chapter highlights and explains the third objective of this chapter.

4.1 Problems of educated unemployed youth

Social issues and problems originate gradually and over a certain period of time become gigantic in nature. It is not easy to stop social problems once it is deep rooted in society. Unemployment has become a part of Naga society. Unemployment is not only a social issue but it affects the people in one way or the other. One of the biggest issues Nagaland is now experiencing is unemployment. The danger of unemployment is felt deeply by the educated youth and is more severe in Nagaland. It is one significant sociological concern that society is undergoing and an effective treatment is needed to be developed in order to check and understand the issue before it becomes a disease.

According to Bairagya (2018), the unemployment rate among educated people is also higher than that of illiterate people. Additionally, it rises as education levels rise. Young people, regardless of education level, are more likely than older age groups to

be unemployed. The fact that educated people are less likely to accept low-paying informal work is one of the factors contributing to their higher unemployment rates.

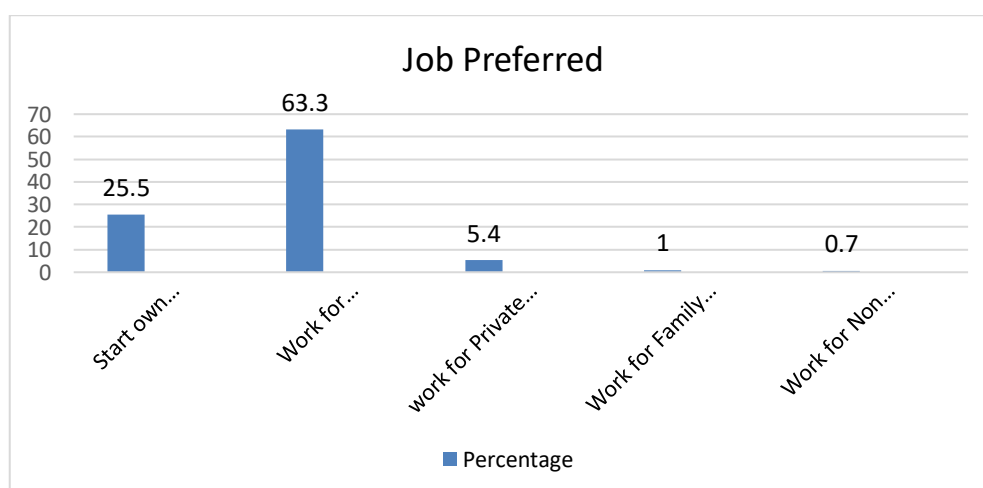
4.1.1 Dependent on Government Job

Data analysis in the preceding chapters have substantiated our argument that majority of the respondents are craze for government job is well founded. It is also sufficient to mention that, there are different reasons for such high demand for government jobs and out of the many one reason was the job security that comes with government job. Needless to mention, there are no private players to absorb these educated youths on the one hand, while in a small state like Nagaland where there are thousands and thousands of youths graduating every year the official recruiting commission (NPSC) can hardly recruit around 80-90 different nature of post annually for the entire state, on the other hand. Although the same problem is being faced all over the country what other states differs from Nagaland is that they have many private players who can absorb the ever-increasing educated youth in different companies and industries. Nagaland is a small state with approximately having 2 million populations. The state's economy is fragile because, on the one hand, there are no industries that can employ young people, and, on the other hand, the government sector is overburdened with jobs. The scenario of getting employment is rather bleak than rosy. In deed the supply and demand chain of educational institutions producing educated youth on one side and job opening on the other in the national scenario is also not very encouraging. In that, the argument is substantiated by an instance in one of the leading news dailies 'The Economic Times' it was reported that, over 93,000 individuals PhD candidates and post-graduates—applied for peon jobs in Uttar Pradesh where the minimum qualification was a class V pass. In a similar vein, the Times of India daily reported that 3,700 PhDs, 50,000 graduates, and 28,000 PGs had applied for 62 messenger positions in the UP police, where the minimal qualification was class V. (Over 93000 candidates, 2018). Regardless of how well a job performs, government jobs are the most desirable because of their job security. In the traditional Indian culture, the appeal and allure of government employment is enormous. People mistakenly believe that once they acquire a position with the government, they are set for life; they are considered to be permanent, and even if they act inappropriately or are discovered to be substandard at their jobs, it makes no difference because the unions would take care of them, Goyal added (Job Security, 2019).

Taking into consideration of Nagaland state, it may be stated that except for handful of government job opening which is less than one hundred approximately by the Nagaland Public Service Commission (NPSC) annually, while on the hand educational institutions are producing thousands of graduates, post graduates and PhDs the situation is indeed dark with no much hope. However as stated in preceding discussion that there are no industries in the state hence no alternatives to get a decent job. Therefore, every educated youth prefers for a government job. While the argument could still continue by stating that by getting into government sector one gets a job security and even after retirement one enjoys pension. While in the private sectors such benefits are not available. It is for this reason that government job preference is growing more and more in Nagaland.

In Nagaland, it might be difficult to locate jobs that pay a decent wage. People are forced to seek out government employment because there are not many good private jobs available that pay a living salary. Looking at this trend, one is made to believe why there is such craze for a government job. It can be looked as a problem of educated unemployed youth in society. In the wait for government job, most of the youth waste their precious years of their prime time. If this trend of wanting for government job continues, the problem of educated unemployed youth will be doubled in the coming years. The table below shows job preference.

Figure 4.1 Job Preferred

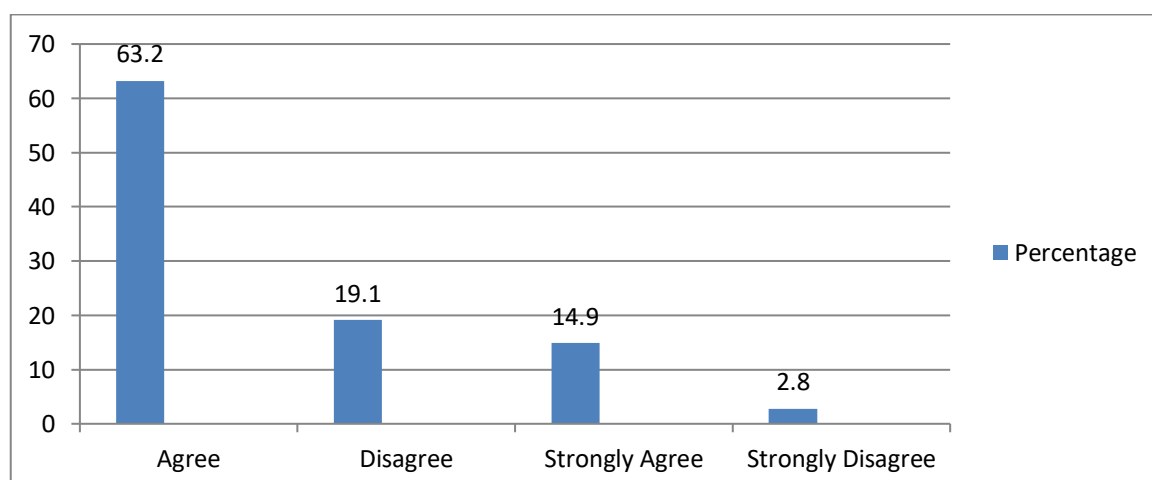


In the above (Figure 4.1), an overwhelming majority 63.3 per cent of the respondents have showed the preference towards government job, while 25.5 per cent prefers to start their own business, and 5.4 per cent prefer to work for private company, about 1

per cent wants to work for family business and 0.7 per cent shows preference for non-profit organization. Data in the above chart is clear evident that the most preferred job is the government job. There is a huge margin between the government job preference and the rest of the options. It is not surprising to see that most of the respondents prefer government job.

In the traditional Naga society, the effort of labour and hard work was measured in terms of the quantity of food stock in the granary, some blessed ones, among all hardworking people, could even afford to draw community feast called feast of merit. Indeed, the feast giver earns social standing by way of erecting monolith (stone pillar) in the house premises thus feast of merit was a cultural goal among them in the past. In the change context, especially after the statehood, the vocation of the people has changed extensively. The introduction of modern education on the one hand and the concept of modern state and governance on the other have surpassed all other traditional life style and cultural goal of the people. It is also to be stated that the successful governance of any government needs the best brain of the people. Those who work for the government, on the other hand, receive benefits and privileges in addition to their monthly wage. These all have intrigued the educated youths to seek for government jobs. To state that, today all parents want their children to compete for a government job hence it has become a cultural goal is well substantiated by the field data. Majority of the Nagas belong to middle class family, and usually prefer government jobs over other private jobs. There is also a general misconception that private jobs are more demanding and involves much work pressure.

Figure 4.2 Government Job provide security and confidence

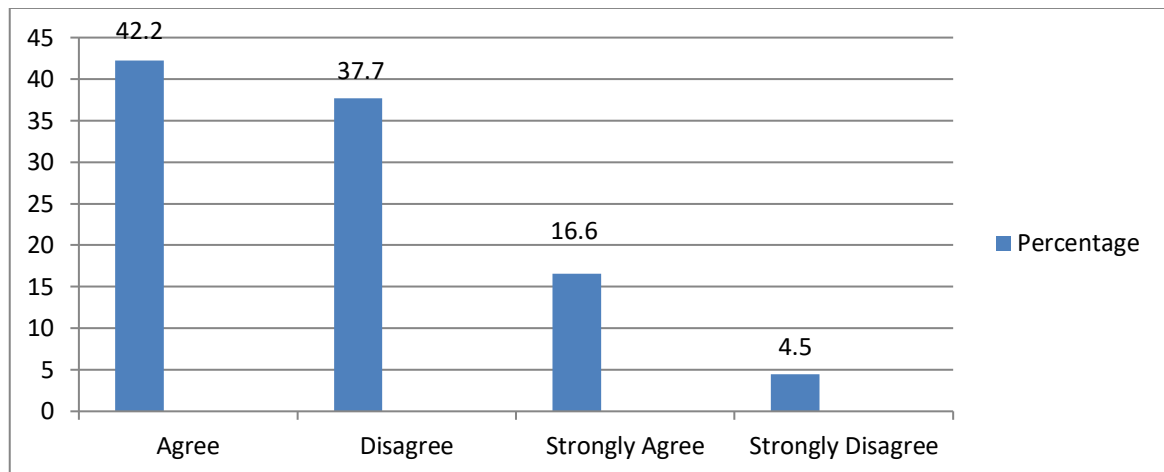


The data in (Figure 4.2) shows that majority of the respondent agree that they feel confident if they have a government job. The data given in the above table shows that 63.2 per cent agree and 14.9 per cent strongly agree. However, those respondents who strongly disagree are at 14.9 per cent and disagree 19.1 per cent. Therefore, this clearly indicates that an individual is more secure and confident if one has a government job.

The underlying allure of a government job is the sense of security that comes with it. The fact that a government job is a long-term commitment increases one's trust in society. Individual requirements, security, abilities, and, most significantly, one's interests are all factors that influence one's job path. According to this study, it has found out that many youth want to get government jobs, and one possible reason for wanting that might be the sense of stability and security that comes with working for the government. The several advantages that a government employee is entitled to in comparison to a non-government employee, is a government employee not only enjoys high social prestige, but also additional benefits like as job stability, fixed working hours, paid holidays, retirement benefits, and, most importantly, significant benefits on his pay. Therefore, one big advantage of working for the government is the job stability. Basically, working for government, one does not have to worry much about losing job. Thus, it can be argued that many youths 63.2 per cent feel that it gives them security and confident enough to start a family, run business and support family.

However, there are also few 19.1 per cent who feel that government job necessarily does not give them confident or security. For people who enjoy regular changes, a government job can be too monotonous. People are generally not very professional since the fear of losing their job is always there in their minds. Even though private sector employments do not guarantee job stability, they do provide significant career potential growth chances with some very large compensation, which is by far the most important reason for their appeal and the strong demand they generate. Despite the fact that the private sector provides no job security, individual frequently choose it because of its fast-paced and innovative recruitment methods.

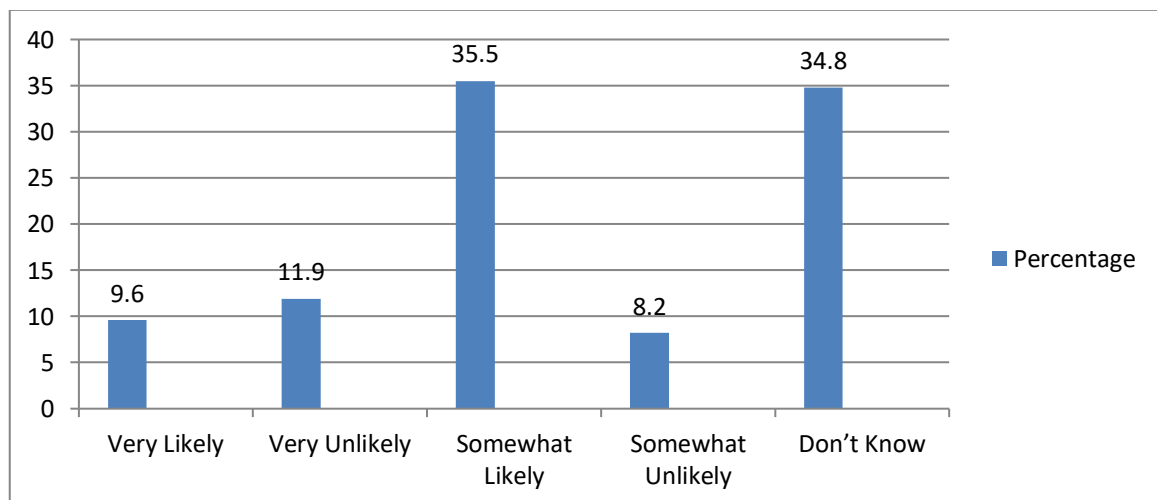
Figure 4.3 Government employee enjoys higher social recognition



In the (Figure 4.3) shows 42.2 per cent respondents agree that government employee enjoys higher social recognition than those working in a private sector. Those respondents who strongly agree are at 16.6 per cent. The respondents who do not agree with this statement falls at 37.7 per cent and those who strongly disagree is 4.5 per cent. The importance of social standing and acknowledgment in one's life cannot be overstated. The social system includes prestige, status, and power. The way society regards particular groups has a significant impact on a person's behaviour.

When compared to non-government employees, a government employee not only has higher social standing but also receives additional perks including job stability, set working hours, paid holidays, retirement benefits, and most importantly, a variety of tax breaks on wage.

Figure 4.4 Chances of getting Government Job



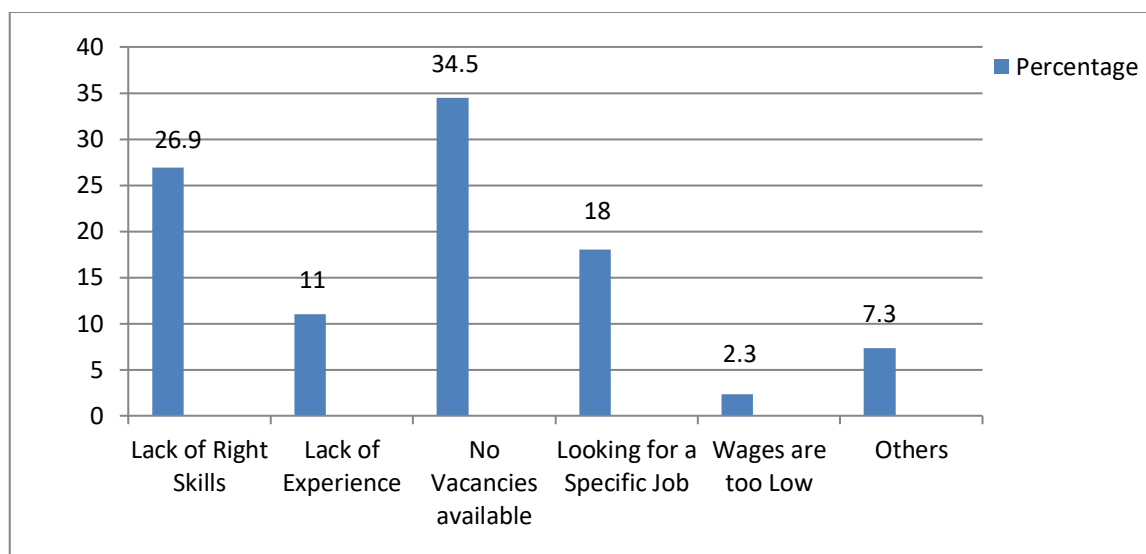
The data in (Figure 4.4) shows that the chances of getting a government job seem to be somewhat uncertain. 35.5 per cent of the respondents are of the view that the chances of getting government job is 'Somewhat likely', while 34.8 per cent of respondents have responded 'Don't Know' and 11.9 per cent 'Very Unlikely'. Only 9.6 per cent responded 'Very likely' and the rest 8.2 per cent response was 'Somewhat Unlikely'.

Despite of constrains and shortage in the availability of government jobs in the current scenario, yet positive attitudes of the youths are growing and in fact make them stronger as such majority of the respondents are hopeful that they will get a government job. Needless to mention, educated Naga youths are in many instances found to be over qualified then the actual qualification requirement for a particular job, in that a master degree holder is way too much qualified to apply for a fourth-grade job. However, there are also quite a good number of respondents whose response was 'Don't Know', which indicates that they are uncertain about getting a government job. It is not because they are un-smart or not capable but because there are, as people often alleged, corruptions and favouritism runs the system. There will be obvious other reasons like nearing over age, or lose faith in the government, no vacancies available etc. The future of the educated youth seems to be so uncertain with the current situation of the state.

4.1.2 Limited vacancies available

One of the problems faced by educated unemployed youth is that though they are ready and available to work but many a time they are often discouraged by the very fact that preference and favouritism on the one hand and unavailability of job openings on the other. In a place like Nagaland where there is a lack of industries and corporate companies it is very difficult for educated youth to find a job. One of the important reasons for many educated youths being unemployed is also due to limited or no vacancies available.

Figure 4.5 Reasons contributing to Youth Unemployment

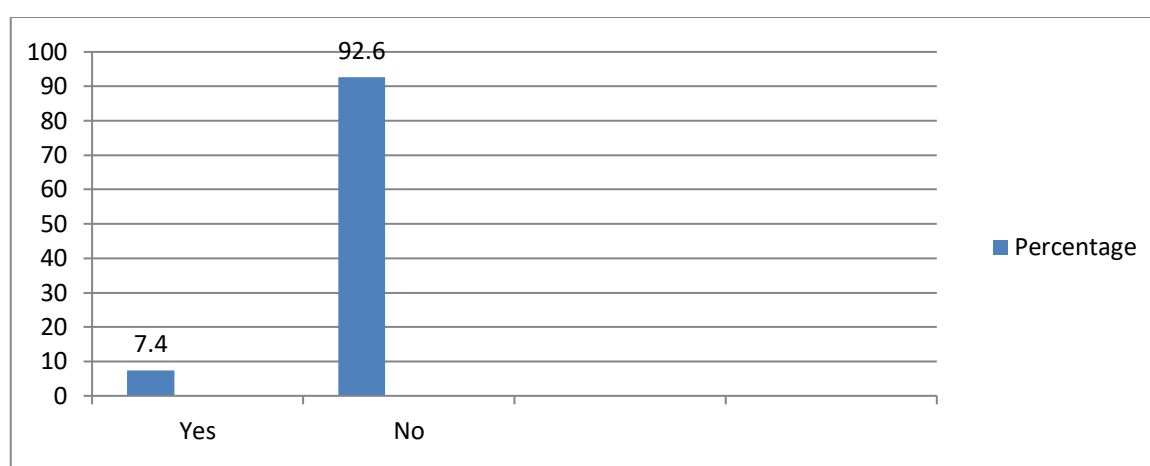


The above (Figure 4.5) presents the data for reasons contributing to youth unemployment. About 34.5 per cent of the respondents claimed no vacancies available as the main reason for being unemployed. 26.9 per cent responded lack of right skills, while 18 per cent respondent opined that they are looking for a specific job. 11 per cent respondent considers lack of experience as a reason for their unemployment. Among the criteria 7.3 per cent respondents chose others and 2.3 per cent replied wages are too low hence they are unemployed.

Like any other, no vacancies available are one of the problems of unemployment in the state. Educational institution in Nagaland continuously produces educated youths but vacancies advertised do not match with the supply of graduates. As a result, there is a significant gap where capable and eager young people with educations are looking for work but are unable to get employment since there are no openings.

The absence of basic skills is one of the major causes of young unemployment in Nagaland. 26.9 per cent of the respondents believe that not having the right skill for job contribute to unemployment. It's crucial to arm oneself with the essential skill set and put a strong emphasis on competency if one wants to be qualified to work in any field. However, the majority of young people nowadays lack the necessary skills that an employment requirement calls for them to have.

Figure 4.6 Government provides enough employment opportunities



In the above (Figure 4.6), 92.6 per cent respondents agree that the government is not providing enough job opportunities for the people. Only 7.4 per cent respondents remain positive that government provide enough opportunities. The data implies that majority of the respondents are not satisfied with the government on generation of employment in the state. Of course, the government cannot hire everyone, but it is to state that the government must take the initiative to grow the private market as well in order to generate work opportunities.

The study reveals that majority of the youth depends on public sector which in turn open ways to point the government for not providing enough employment opportunities to the people.

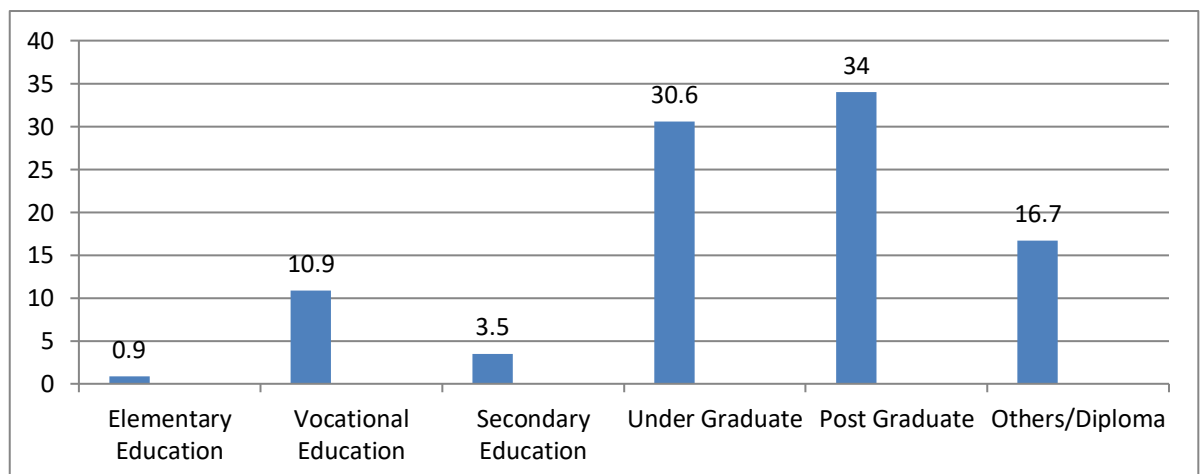
4.1.3 Mismatch between education and employment

In Nagaland many graduates and post graduates are unemployed because of lack of job opportunities, industries and technical skills. One of the major problems is that youth and even parents are made to believe that education will get them a secure job. The high rate of unemployment among the educated unemployed youth is due to several reasons. One reason is also due to fact that mounting shortages of skills accompany with the growth of educated youth unemployment. Nagaland has witnessed mushrooming of schools and colleges where thousands and thousands of students are enrolled. However, the growth of economy is observed to be slow and gradual one. Therefore, one can see a mismatch between education and employment. Government is not in a state to provide job to each and every individual. The consequent growth in

educated unemployment in the country has become a problem due to a mismatch between employment prospects and the quantity of educated persons. As a result, the primary cause of unemployment particularly among the educated also lies in flawed educational system. This phenomenon allows the researcher to retrospect if institutions are providing quality and skill education to its pupil.

There was a time when educated youth were respected and honoured in society and the degree, they acquire give them assurance and job security. However, things have changed today. Enrolment in higher education has grown each passing year and with thousands of students graduating with less employment opportunities, it has become difficult for them to get a job. The education that one receives in the hope of getting a job has all gone into vain. It is believed that education's nature is to blame for the existence of unemployment among the educated classes. Due to its overwhelming theoretical bent, the educational system in the nation is therefore flawed (Puttaswamaiah, 1977). The disconnection between the products of our educational institutions and the needs of the labour market may be the cause of the greater unemployment rate among educated workers. This is a typical instance of the structural unemployment that troubles emerging markets.

Figure 4.7 Educational Level Necessary for a Job

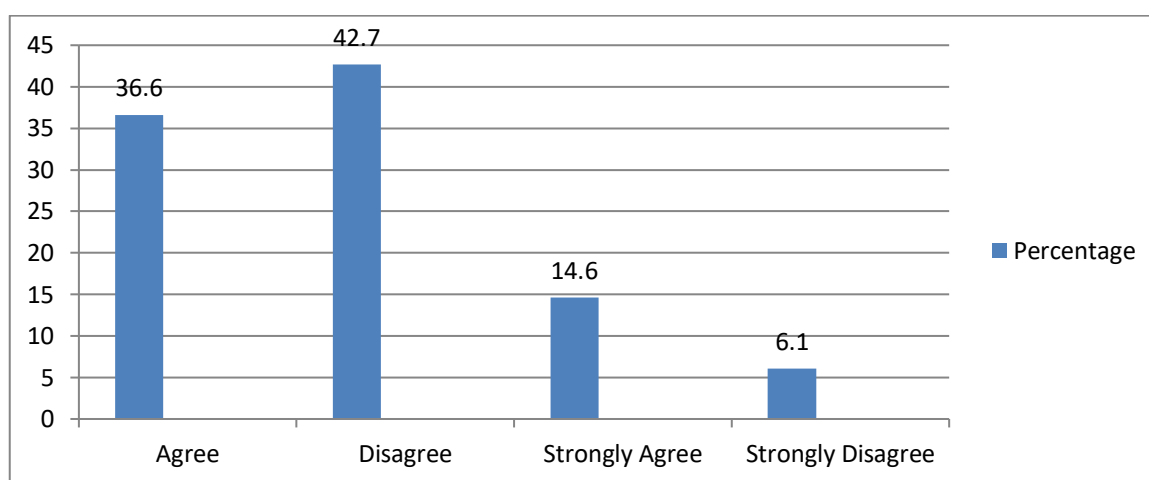


In the above (Figure 4.7), the data indicates that 34 per cent of the respondent opinion that in order for a person to get a decent job, the level of education required is graduate or Post Graduate. On the other hand, 30.6 per cent respondents agree that 'Under Graduate' level is needed. 16.7 per cent for 'others/Diploma, 10.9 per cent for

vocational education, 3.5 per cent for ‘Secondary Education’ and 0.9 per cent for ‘Elementary Education’.

Education has a positive impact on employment since it lowers the rate of unemployment among jobless people. The results of education should be used to understand its personal and social advantages. The ability of the workforce to adapt to a dynamic labour market may be improved by education, as evidenced by this.

Figure 4.8 Educational system is responsible for Unemployment

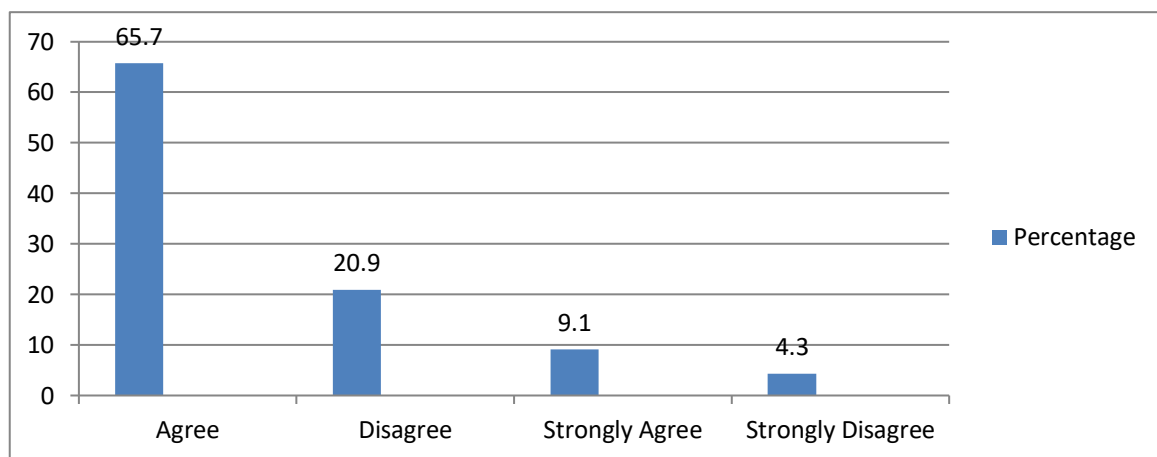


Above (Figure 4.8) indicates that with the growing unemployment scenario in the state opinions were drawn from the respondents if it has any link with the education system. In that, 36.6 per cent of respondents marked ‘Agree’ which means somewhere or the other there is a faulty system with education which is why skill and employable students are not much produced. In this argument respondents who ‘Strongly Agree’ that educational system in Nagaland is responsible for high unemployment among the educated youth constitute 14.6 per cent, while 42.7 per cent (Disagree) and 6.1 per cent (Strongly Disagree) on this matter. There is margin of difference between those who agreed and disagreed on the education system responsible for unemployment. The total percentage of those who ‘agreed’ and ‘strongly agreed’ 51.2 per cent and total percentage of those disagreed and strongly disagreed at 48.8 per cent.

It is argued by some that the school system is to blame for unemployment; nevertheless, it is not the only cause of unemployment in society. It is to the common knowledge that India's education system is mostly based on pen-paper knowledge. In the process of producing educated people as our country's human resource, the true essence of

education is undoubtedly lost. Practicality and imagination are two things that the educational system needs. Despite the expansion in educational institutions, the number of educated people has increased. However, one can argue that education system is predominantly degree and mark oriented, rather than work oriented. Therefore, giving rise to defective education system. As a result, students are more concerned with getting higher grades and earning more degrees than with developing employable skills and training that would open up a variety of job prospects.

Figure 4.9 Education is important for getting a job



The above (Figure 4.9) explains the respondent data about the helpfulness of one's education in getting them a job. Here it shows that majority 65.7 per cent of the respondents agree that they are confident about the education which they received will get them a job. While 9.1 per cent of the respondents 'strongly agreed'. However, 20.9 per cent Disagree and 4.3 per cent 'Strongly disagree' respectively have responded negatively.

Majority of the respondents agree that education is essential and needed for any person to get a job. It is also one reason why the state is producing thousands of graduates every year. One of the main aims of education is to bring out the best in an individual and for which every individual and group in society tries to have one. The role of education plays a very important role in employment and gaining social status. There is no denying to the fact that education can never be wasted and can only help one build a better future, whereas a lack of education has the exact opposite effect.

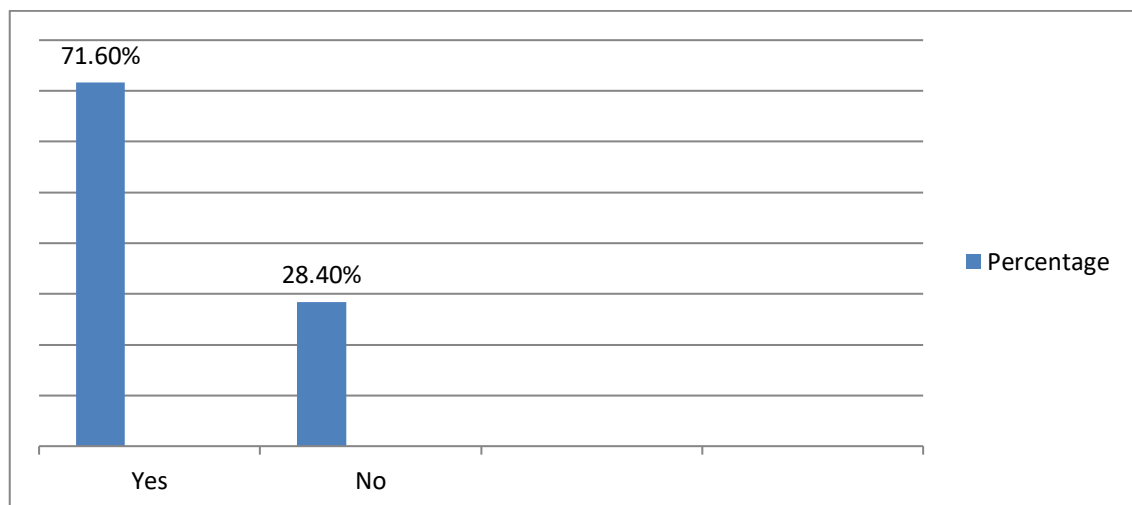
The labour market did not, however, expand proportionately to the rise in education and literacy. High unemployment is the final effect, and this has caused a significant

socioeconomic issue. If the issue is not resolved right away, it may potentially cause issues with law and order and politics. High rates of unemployment and underemployment intensify poverty and inequities, feed feelings of hatred and hopelessness, and frequently result in disputes and criminal activity within the community.

4.1.4 Frustration/Health Issues

Those facing the problem of unemployment especially the youth are facing various problems both physically and mentally. Problems like frustration, depression, corruption, involvement in anti-social activities are all linked to unemployment. It is considered that unemployment is the real cause of mental stress. It gives rise to many other problems like self-isolation, depression, anxiety, substance abuse, heart disease etc. Not having a job has its toll on the educated youth both physically and psychologically.

Figure 4.10 Unemployment leads to frustration



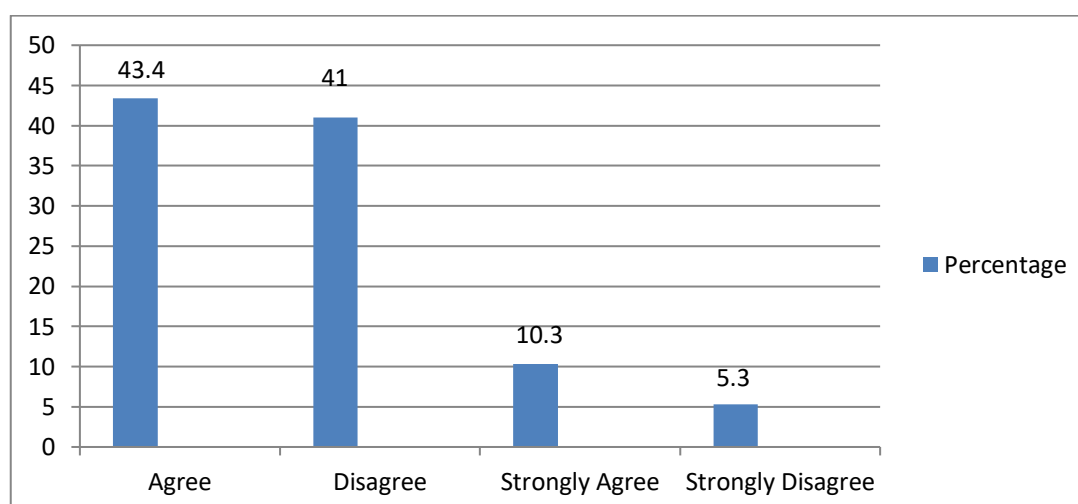
Another problem of unemployment is also the negative impact on the mental health of the unemployed youths. Majority 71.60 per cent of the respondents agree that unemployment leads to frustration. The study shows that most of the unemployed youth goes through frustration due to unemployment. Stress brought on by unemployment has long-term physiological health repercussions as well as the potential to negatively impact people's mental health, including depression, anxiety, and low self-esteem. Therefore, it has been found that being unemployed, or not having a job but actively looking for one, has a negative effect on a number of health outcomes.

4.1.5 Low Salaries and Migration

Even though unemployment is a burning issue in Nagaland, one problem faced by the educated unemployed youth is the issue of low wages. Low salaries have always been a key issue of educated unemployed youth. A salary is one of the main resources that people depend on to meet their basic needs. And when salary is low and not able to meet those expenses, most youth tend to remain unemployed and wait for suitable job with high salary.

Moving out or relocating to another state or city in search of job is another problem of educated unemployed youths. Though some prefer going out and exploring new places and settling down for job, there are many who do not wish to relocate outside of their place of birth. Issues of adjustment, moving away from loved ones, adjusting to new environment, socio cultural differences are some challenges for some

Figure 4.11 Low wage/Salary is one reason for Unemployment

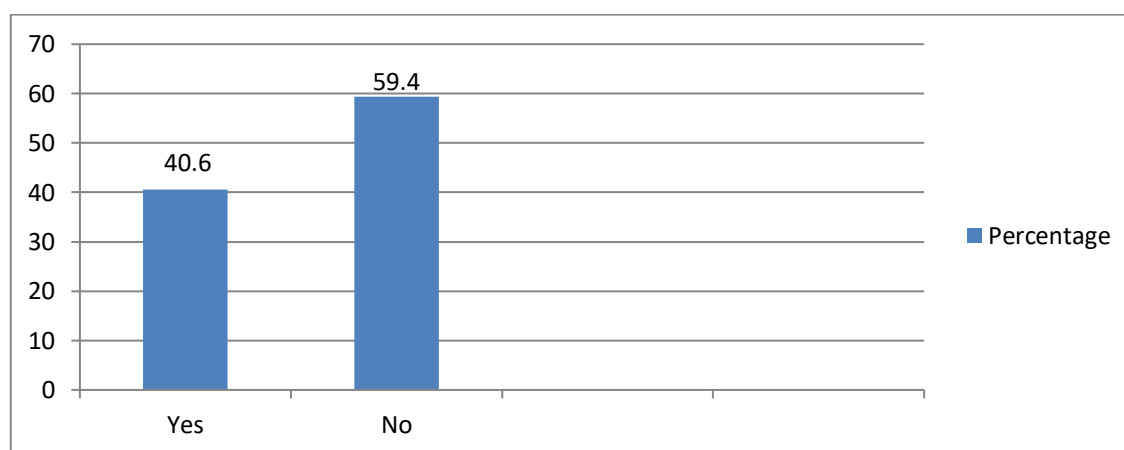


In the above (Figure 4.11) respondents who agree that they do not want to work on a very low wage were 43.4 per cent and those who strongly agree were 10.3 per cent. About 41 per cent respondents do not have any issues to work on a very low wage and 5.3 per cent strongly disagree with the idea that educated youth do not want to work on a very low wage. The data presents that more than 50 per cent of respondents remain unemployed because they do not want to work on a very low wage.

The issues of wages are likely to have a negative impact on youth employment. The lower the wages, the chances are high for youth to skip the job. Many youths prefer

good wage in order to sustain and meet their ends. Working in low paid job often led individual to be stuck there with no other prospect and more burden. In Nagaland most of the private firms and institution pay less to the workers, and the youth with high qualification are not ready to accept such work as it could not meet their expectation and expenses. Low pay has been the determining factor in educated unemployment. The schools and colleges in Nagaland have not been able to produce jobs that pay well. In most private institute and organisations, the salary package is not even meeting the basic needs. Therefore, most educated youth prefer to work in a sector where the salary package is more and can meet their needs.

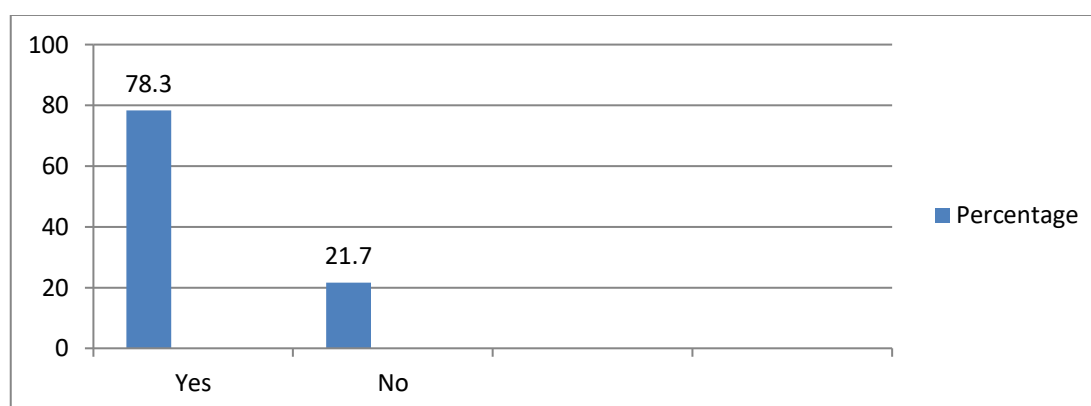
Figure 4.12 Work outside the state in a private firm



The above (Figure 4.12) shows the percentage of respondents who consider moving outside of state to work in a private firm and those who do not wish to migrate. It is clear from the above figure that 59.4 per cent of respondents do not wish moving outside of the state to work. While 40.6 per cent consider moving out of state to work in a private firm.

From the data it is evident that most of the respondents do not want to work outside the state in a private firm. Due to situation like this, the number of educated unemployed youth in the state tends to be high comparatively. With no or limited job opportunities and lack of industries, the chances of getting a job in Nagaland becomes difficult for the youth. And not wanting to work outside the state adds more burden to the state to employ them. Therefore, youth should be encouraged to work anywhere if good opportunities come along the way. Instead of totally depending on the state government and waiting for opportunities in the place they feel more secured.

Figure 4.13 Ready to relocate in a remote place of posting if it is a government



The respondents were asked whether they will consider relocating to a remote place of posting if they get a government job. The results were surprising, 78.3 per cent of the respondents said 'Yes' and 21.7 per cent of respondents answered 'No'. But when the questioned was raised whether they are ready to move outside the state of Nagaland to work in a private firm, majority answered 'No'.

This shows that when it is concerned with government job that is within Nagaland many of the respondents did not hesitate to relocate. However, when it was concerning private firm and outside state one is not ready. It is evident that most of the respondent do not want to relocate if it outside state for a private company. If this is the case, the unemployment problem in the state will keep increasing and most of them will remain unemployed in the hope that one day they will get a government job. This will lead to a bigger problem in the near future.

4.2 Challenges of Youth Unemployment

4.2.1 Education

There are several key factors that influence education investments. One is to get a respectable job, and the other is to make a respectable living. Although there are many advantages to education for the individual and society as a whole, the likelihood of a decent job and a good salary are what motivate students and parents to invest in school. Education is one key factor in shaping and moulding the youth and placing them into the right place. It is considered as a medium which provides knowledge and skills to the youth. It is an important agent and important social institution of any modern society. It

is through education that one learns the values and pattern of society. Therefore, education is one key area of concern and a major challenge before the state.

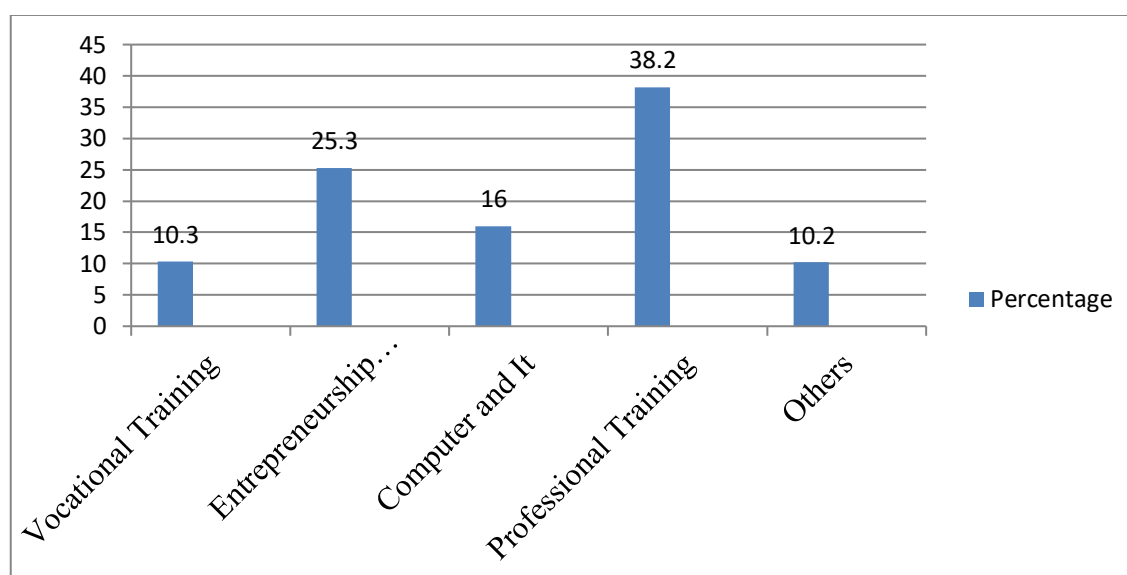
In many cases it is made to believe that after the completion of their studies, one will easily get a job. However, this is not always the situation. Having a high degree does not promise one a secured job. Often youth find themselves getting a job which is totally opposite to the education that they acquired. Therefore, one challenge of educated unemployed youth is to focus on the development of their skills. It has to correspond in accordance with the needs of the work culture.

In Nagaland, it is often observed that with rapid expansion of education, thousands of educated youths are added every year but many of them remain unemployed without any activity. The education system emphasizes more on bookish knowledge rather than vocational skills and trainings. Hence one can find that there are surplus of manpower in one area and shortage in the other.

4.2.3 Lack of Technical skills/Trainings

Vocational education is the need of the hour in the present system of education. Vocational education is education that prepares people to as career and technical education. It focuses on skill craft or trade or artisans. Vocational education in Nagaland is at a progressive stage. Slow pace of relevant skills and training is a major problem and a challenge for educated unemployed youth in Nagaland. We live in a world where technology advancement is at its peak. According to such advancement, Naga society needs to step up and work towards achieving those goals. It is a major area of concern.

Figure 4.14 Skill Enhancement training/courses required for getting a job



(Figure 4.14) above portrays the kind of training/courses an individual needs to get in order to find a job. According to the data, majority 38.2 per cent of the respondents thinks that professional training would be more helpful to find a job other than general educational qualification. While 25.3 per cent of respondents consider entrepreneurship training, and 16 per cent of respondents feel computer and IT would be helpful. The respondents opting 'vocational training' shows 10.3 per cent and for 'others' 10.2 per cent.

As per this study most of the youth are going ahead with taking skill enhancement trainings and additional courses after years of getting education. It is true that employment available today are not the same like it use to be 10 to 20 years back. And the present youth are trying to fit in by learning new skills that will enable them to adapt to the rapidly changing world. While functional abilities will continue to be vital, one's ability to adapt to changes in environment will become increasingly important for one's growth. However, in the case of Nagaland the problem is that most of them come from rural areas. As per the finding many could not availed the opportunities to go beyond their current lives due to a lack of access to skill and growth-oriented content. And such enormous gaps in skill-based learning need to begin at the elementary school level. Hence to move to skill-based learning, the education ecosystem must develop. And in future, perhaps, people will be able to create more jobs that might lower the rate of unemployment in future.

The belief that the quality of the young labour pool has decreased in recent years as a result of a loss in education and training is one explanation for the rise in youth unemployment. This justification contends that young people are increasingly lacking in the abilities needed for gainful employment.

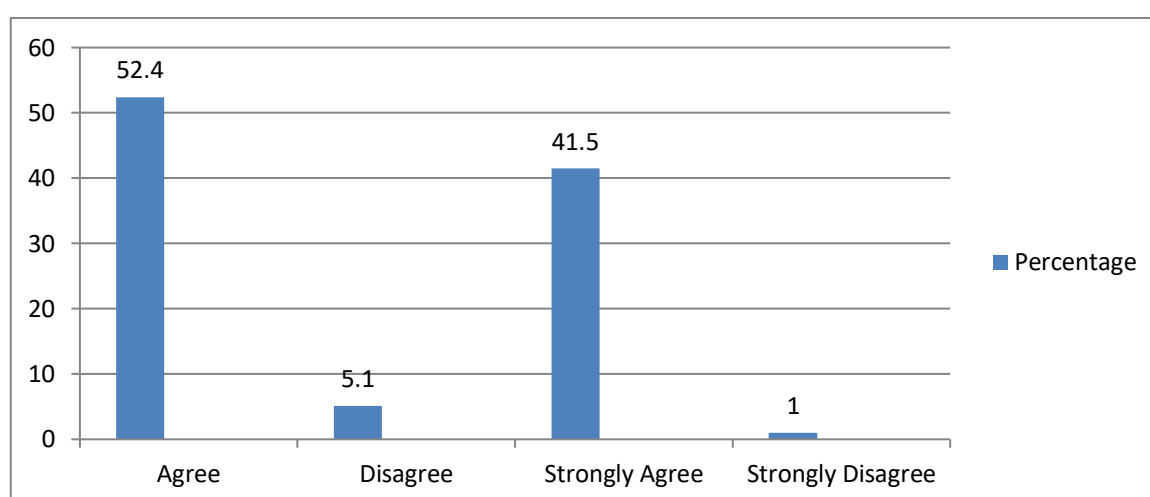
4.2.3 Lack of Industries

Along with the lack of technical skills and training, Nagaland faces the challenge of lack of industries. Industry is generally understood as a unit of production of goods, services etc. it is an important component for any economic progress and development of society. It has an important function of providing work. Lack of such an institution in a society throws a major challenge. The state of Nagaland remains industrially backward even after almost 60 years of statehood. Naga society has always been proud of its rich flora and fauna, which have a large scope or potential for growth and development. However, the result is negative in many aspects. Therefore, it is high time the government take up measures and plans to set up industries. Even though it is a significant challenge, it is not impossible. It should be noted that the Nagaland State Mineral Development Corporation Ltd. study indicates that the state has a significant potential to establish mineral-based enterprises. The mineral industry has to be given the attention it deserves since doing so will inevitably result in the development of other sectors in the state. Rural regions must thrive if industries dependent on minerals are to do so (Nagaland lags behind, 2013).

In the history of Nagaland, the state had witnessed the launching of some few industries during 1970s and 80's. Major industrial projects like Nagaland Pulp and paper mill at Tuli, in Mokokchung district, under the Hindustan Paper Corporation Limited (HPCL), the Nagaland Sugar Mill at Dimapur and Plywood Factory at Tizit. People are the witness for its initial growth and flourished. However, as discussed in preceding chapters, interference, corruption, and many more issues better known to them have been a stumbling block to the progress of the industries. It may be mentioned, in the hospitality sector, the Industrial Development Corporation Limited (NIDC) floated a company viz. Nagaland Hotels Limited (NHL) to set up 3 stars hotel in the state, Hotel Japfu and Hotel Saramati. Though still functional these hotels are thriving to exist. The Oil and Natural Gas Commission (ONGC) which started oil exploration in Nagaland since the early part of 1970, has to stop their operation due to dispute regarding

payment of royalty to land owners by the State Government (Ozukum, 2016). Looking at all these it's a great challenge for the Naga people. Looking at the scenario of how such industries were unable to function, in spite of the fact that raw materials were sufficiently available. The larger questions that need to address with further research is, do education system at hand meet current requirement? Indeed, Nagaland needs more of skill education rather than general education.

Figure 4.15 Lack of industries in Nagaland is causing unemployment



One of the major challenges of unemployment is lack of industries in Nagaland. From the (Figure 4.15) above majority of the respondents who agree accounts for 52.4 per cent and those strongly agree stood at 41.5 per cent that lack of industries in Nagaland is causing unemployment problem. Those who disagree constitute only 5.1 per cent and strongly disagree 1 per cent respectively. There is no doubt that majority of the respondent agrees to the notion that lack of industries in Nagaland plays a major role in high rate of unemployment.

In the absence of major private sectors such as industry and other opportunities, the only hope is the state. However, even the state is already overstaffed, and is in no condition to provide employment to all. While there is negligible existence of some minor industries which are mostly home-based and do not contribute significantly in employment matters. It cannot absorb the rapid growing number of educated youths. In such a situation of surplus labour and lack of employment opportunities the educated youth become the worst hit.

4.2.4 Corruption

The extend and intensity of corruption cannot be measured or known. However, several studies conducted in various parts of the country shows rampant existence of corruption which goes unreported. Whether it is high, middle and lower level, corruption exists in all walks of life. Corruption has become a vicious circle and hard for people to get out of it.

Corruption has become a serious problem in Nagaland. It is spread in every corner of the state. No wonder it is the biggest challenge that the society is facing today. Corruption is not limited to only one part of the system but it is prevalent in almost all the system. Many educated unemployed youths are facing uniquely hard times. In today's society, it is often alleged that one has to pay a huge sum in order to get a government job. Corruption practise such as doing favour for money, helping someone out of the way violating all norms and procedures all these makes society remain dormant and hamper its growth and development.

Many cases of alleged corruption were brought to light in the recent years. The popular people's movement, Against Corruption and Unabated Taxation (ACAUT) is in possession of a list of backdoor appointments committed by different departments under the government of Nagaland. The ACAUT Nagaland noted that 655+51 backdoor appointments made against NPSC posts are from a total of 35 departments. Departments like: Social Welfare (77 posts), RD (57 posts), SCERT (74 posts), DG of police (14 posts), Tourism ((10 posts), Geology and Mining (10 posts), PWD (81 posts), Medical (138 posts), Higher and Technical Education (59 posts), Eco & Statistics (24 [posts), Art and Culture (6 posts), Treasuries and Accounts list (8 departments, 36 Posts) and AG list (16 departments, 70 posts) (ACAUT & PSAN file PIL, 2017). Nagaland NET Qualified Forum (NNQF) has filed a writ petition (no.12 (K)/2019) with Kohima Bench of Gauhati High Court (GHC) challenging the alleged backdoor appointments of 175 Assistant Professors by the higher education department. The forum alleged that out of the 175 appointments made between 2009 and October 2018, 84 Assistant Professors were appointed who did not have the requisite qualification to hold the post. 75 of them have the requisite qualification but appointed without open advertisement while 16 regularized (NNQF files petition, 2019). It criticized the home department for "backdoor appointment in bulk" and spoke out

against the "illegal appointments of more than 900 police recruits." It warned that it won't be a "passive spectator" if the government doesn't check into the problem, noting that such malpractices "scar the hope and dreams of many unemployed Naga youths" (Ambrocia, 2020).

Additionally, in areas where corruption is common, those who are wealthy and connected to politics tend to get jobs. There is a widespread belief that one's future is assured if they have the means to bribe officials or are connected to the ruling 'class'. This purported "back door" entry or "illegal" appointment without any respect to the meritorious applicants will only exacerbate the state's already dire employment situation. In this way, the current social-political system hinders young people from using their potential for constructive work and sets up the conditions for their involvement in anti-social activities. Such practices of backdoor appointments, bribery, use of money and political powers are rampant in Naga society. This is one major challenge for the state of Nagaland to fight and tackle corruption in-order to solve the unemployment problems.

4.3 Concerns of Unemployment

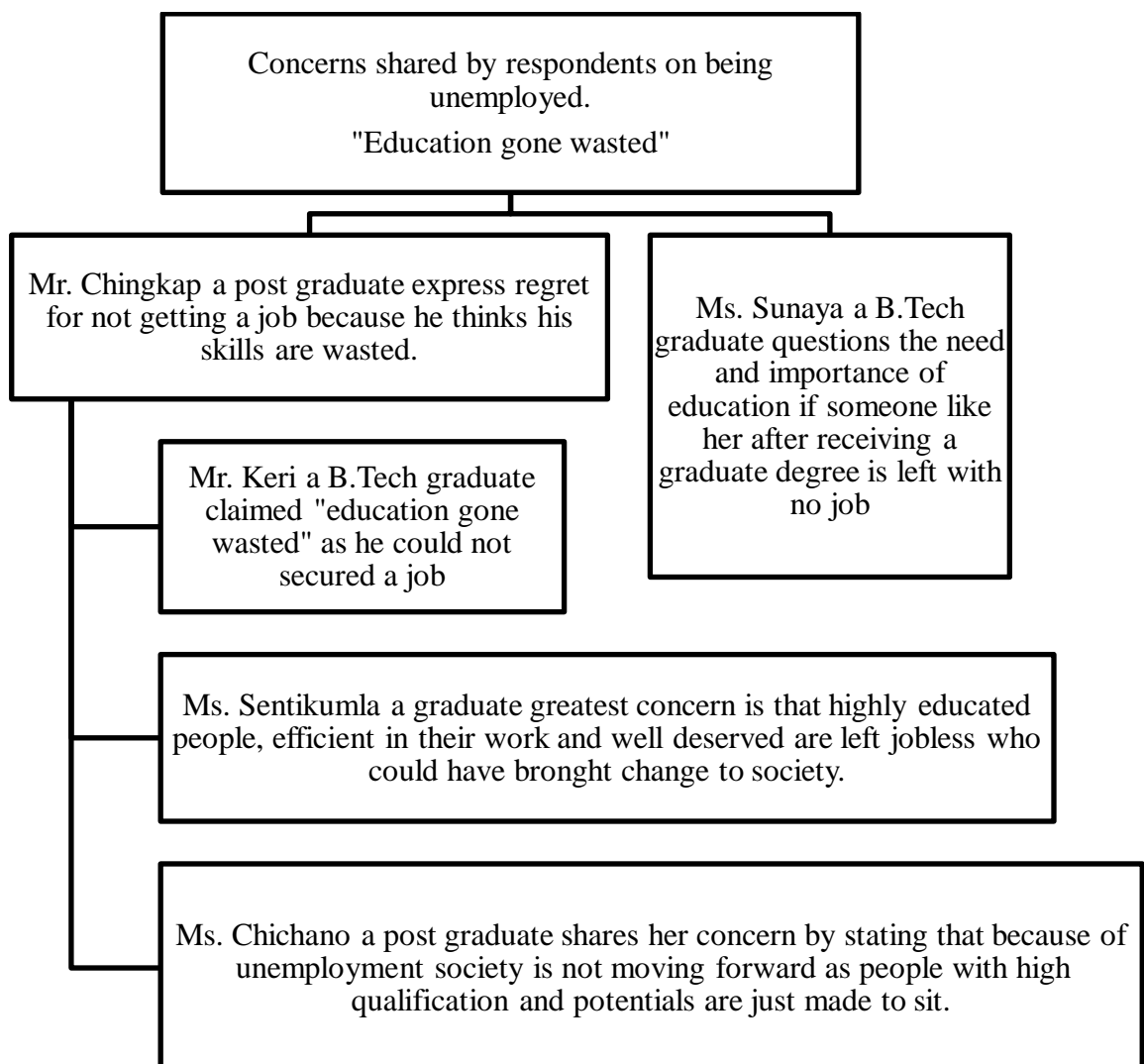
High rate of unemployment among the educated youth has far reaching consequences. The impact of unemployment does not end with the individual alone but affects the family and the society as well. Although the youth are futuristic in outlook and their comparatively younger age does not prevent them from envisioning a better tomorrow their inability to get gainful employment has caused irreparable damage to themselves and the society at large. This has not only led many youths to become irresponsible and get into depression but also increase the possibility of their falling prey to anti-social ways. By anti-social ways we mean deviating from accepted social norms while indulging in alcohol/drug abuse, becoming less accountable and even taking up arms.

Education has a substantial impact on employment. It is of the view that education enhances adaptability to change and regarded schooling as mechanism which enhance individuals' ability to make decisions in the changing circumstances (Riddell & Song, 2011). Education is one important determinant of individual earning and status. It plays as an important tool to meet the demands of the future. However, with the rising

unemployment problem in the state, the individuals are concern regarding the level of education they have and how it is going wasted sitting idle at home. Below are some of the opinions expressed on the area of concerned the respondents are experiencing in coping with unemployment. Many of the respondents are concerned about education being wasted without being utilised in the way it should have.

Respondents' view point of unemployment shared during the time of data collections are reflected here as follows. Unemployment among youth is a serious cause of concern for the society as a whole and needs to be properly studied and understood.

Figure 4.16 Education gone wasted

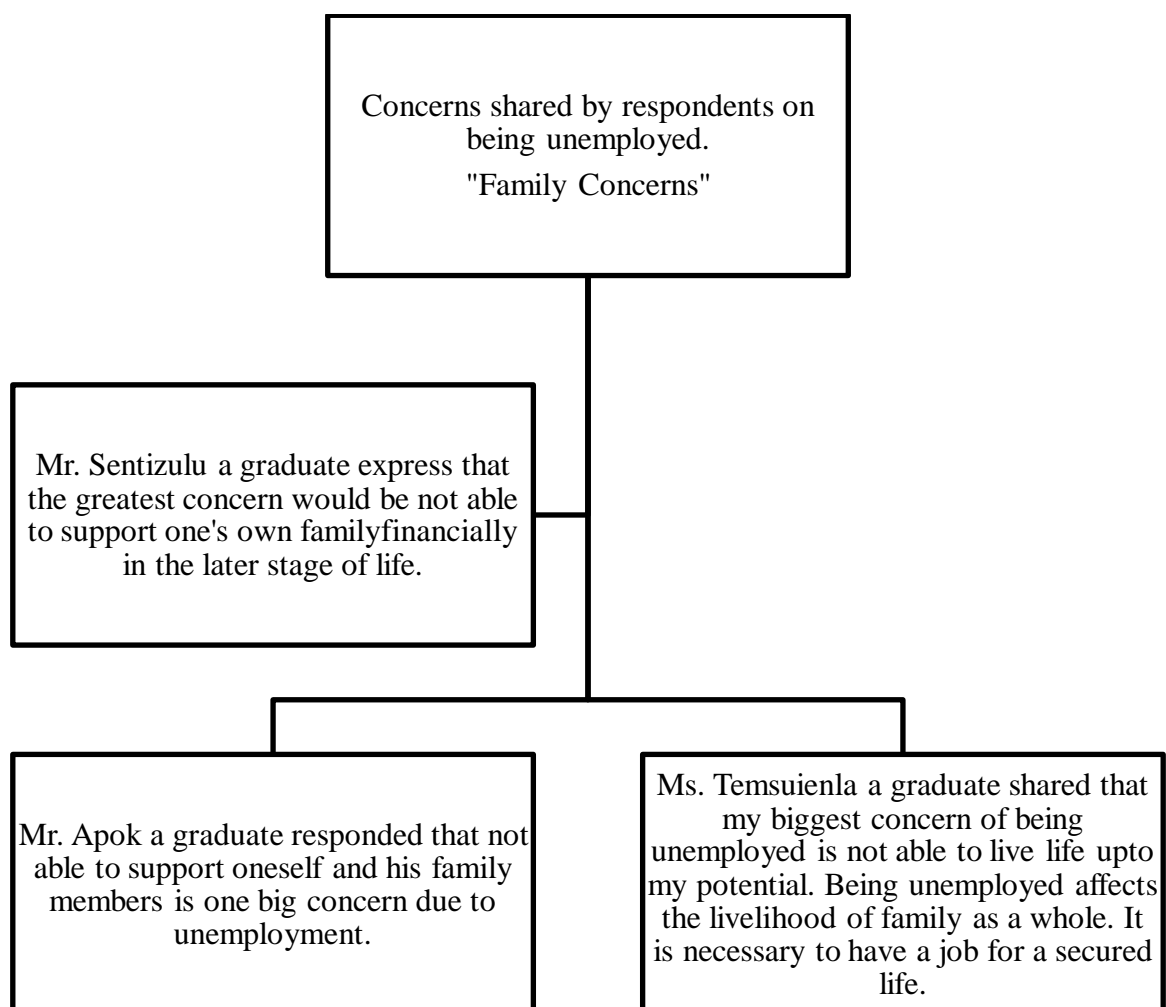


Family plays an important role in the life of an individual. From the responses below it has come to the light that many of the respondents are concern about not being able to

help their families or give back to them with any assistance due to unemployment. Family has always played an integral part in the socialisation of a child. Lot of expenses has been done on education and other needs. After all these, if the youth is not in a position to have a job and help in the family affairs, they feel that they have led down their parents.

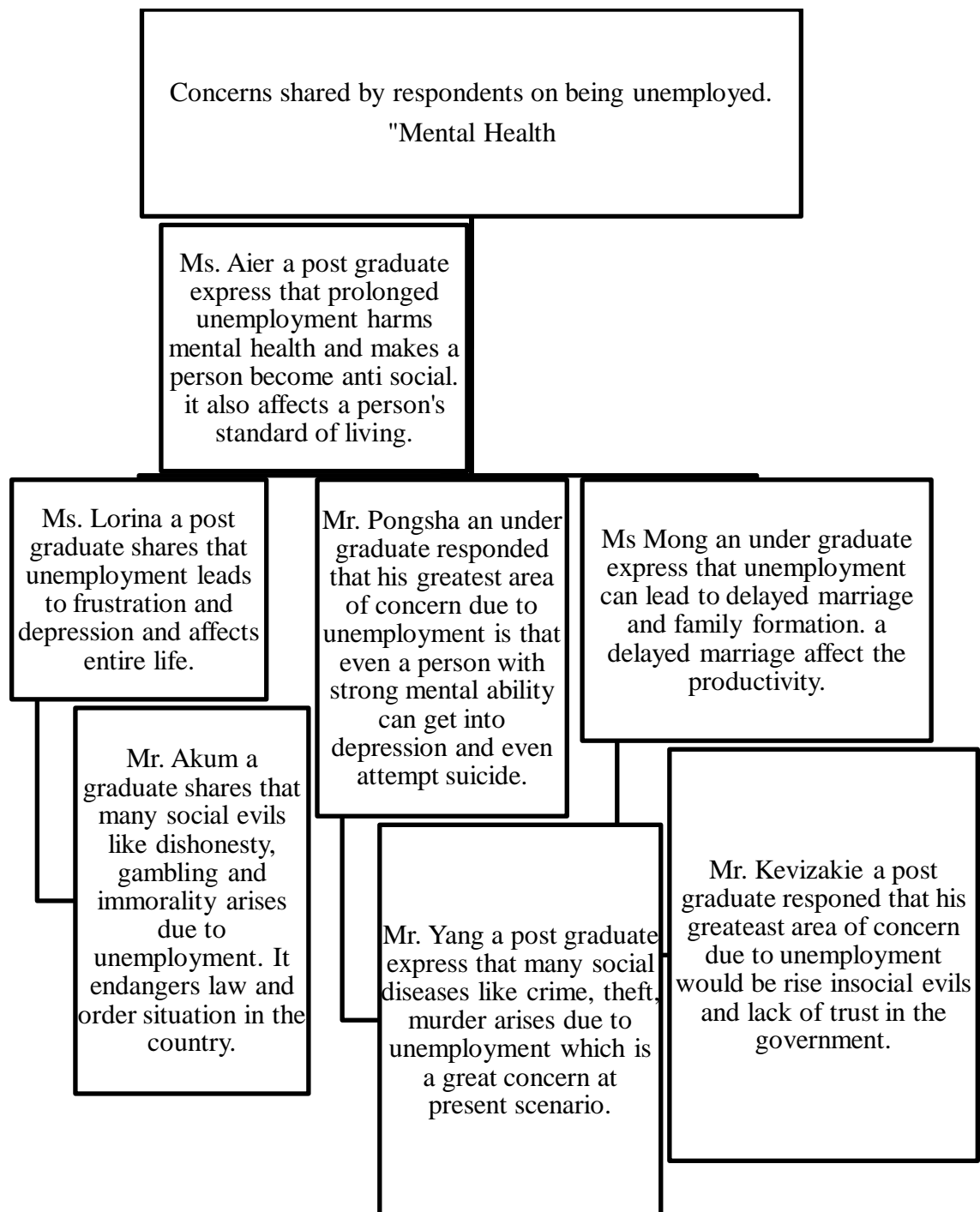
The effects of unemployment on families are extensive. The family's standing and reputation in the neighbourhood and community are affected. It has the potential to create conflict inside the family, upsetting the peaceable environment there. Additionally, it affects the standard of living. Therefore, unemployment has a negative social and economic impact on the family. Some concerns relating to family related opinions are discussed in the following:

Figure 4.17 Concerns for Family



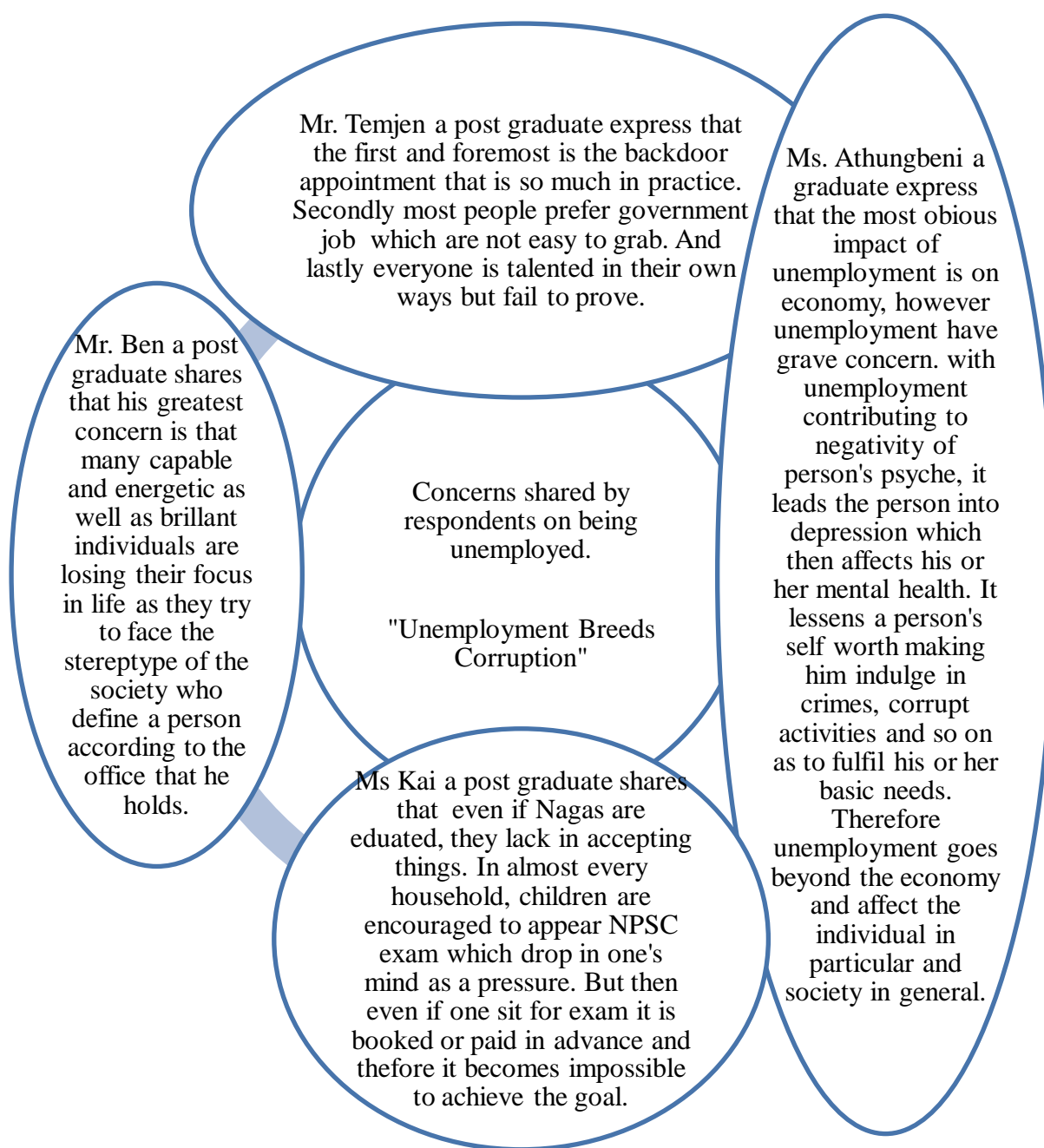
Another area of concern of the respondents is the effect on one's mental health. Most of the respondent feels that their life is getting wasted with long term unemployment. During such period the chances of youth involving in social evils tend to soar high. It has a toll on the mental state of the youth and it affects their behaviour with the outside world. They worry about their future and the physical and psychological well-being. Many of the respondents agree to the feeling of frustration and depression as part and parcel of their live. They are of the opinion that those youth who are not strong might fall into the trap of anti-social activities and often lead them to suicidal tendencies. Many social evils like crime, theft, dishonesty, gambling etc. have their roots in unemployment in society.

Figure 4.18 Tolls on Mental Health



An increasing unemployment problem implies a matter of concern for the state. Unemployment breeds corruption, unfair means, and backdoor appointment etc. Many respondents are concern over the corrupt practices being carried out. The study shows that those unemployed had significantly high chances of involving in corrupt practices as compared to those who are employed. Some of the concerns shared by the respondents are discussed in the following lines.

Figure 4.19 Unemployment breeds corruption



With many issues and problems existing today, educated unemployed youth is one of the major challenges Nagaland is facing today. Those educated youth who are unemployed become socially disoriented, indulge in deviant behaviour and become easy prey to various vices of life. The unemployed youth are easily led to involve in anti-social and destructive activities. Increasing unemployment rate, disappointing educational options/opportunities and blurred view of their future obstruct healthy

construction of the youth and society. There is restlessness and confusion among the unemployed youth that led many to indulge in socially unwanted activities.

4.4 Conclusion

The third objective of the study was to study the problems, challenges and employment opportunities of educated unemployed youth. The preceding results and discussion has addressed the problems and challenges faced by educated unemployed youth and have delivered the third objective of my study.

One significant finding is that increasing number of enrolments in education sector generates many educated youths in Naga society with less or no employment opportunities. Also mismatch between jobs and skills needed, and weak industrial setting, wanting for government job pave way for unemployment in Nagaland. It is a matter of serious concern for the society if the unemployed youth who are seeking job and is acquiring additional education during their unemployment period might not even be willing to settle for job which give them less salary in the later period and hence this might prolong their search for employment or some youth may even stop looking for a job.

Having a large number of educated unemployed youth out of work can lead to a negative impact on the society's growth and development. It has seen that the educated unemployed youth in Nagaland faces numerous problems and challenges. Therefore, it is important to provide the upcoming generation with all the necessities like education, vocational training to stand on their own and choose the right profession. In many cases the present education system is not in line with the needs of society. The quality of education needs to be improved and modified for the overall development of an individual and society at large.

One cannot deny the fact about the gap between skill demand and supply. However, in the case of Nagaland it is true that the state lacks industrial sectors and companies and the youth with no option left end up for general competitive exams whereby competition become tougher but very few get job. Even if skill-based training is acquired most of the youth remain unemployed due to lack of opportunities and vacancies. It becomes difficult for any graduates to find a job that fits their qualification. Overcoming the present crisis of joblessness and implementing right

policies must be the sole aim of the policy makers of the state. To ensure more jobs in the future, more focus on skill education and training is indeed needed and a major challenge.

Along with the rest of the nation, the problem of unemployment in Nagaland is a grave concern. The rate of unemployment will keep increasing and therefore proper set of ideas and policies are need of the hour. Overall, a lot needs to be done to tackle the problems of educated unemployed youth. It is time to take skill development programmes and trainings more seriously to coup up with the present situation of unemployment of educated unemployed youths. The mentality of educated unemployed youth and parents too needs to be open to new challenges and responsibilities. Their mind has to be broadened and be ready to accept and adjust to new environment. Focus should not be only on government sector or high paid jobs but must be open to new experiences. After all work is work, whether small or big.

If the unchecked expansion of unemployment among educated youth continues, the state will soon see destabilising effects. If many young people lack employment and stay unemployed, there can never be social, economic, or political stability in the state. It is therefore imperative that the policy makers act now to address the situation before it spins out of control.

CHAPTER 5

EMPLOYMENT OPPORTUNITIES IN THE PRESENT CONTEXT

Nagaland is predominantly an agricultural state. Hence economy of the state is based on the agrarian economy. Recent changes in the world economy have brought lot of changes in all the countries. With rapid globalisation and rising competitions across the globe the number of educated persons has grown very fast compared to the expansion of the job opportunities. Therefore, the future of the youth is expected to be very crucial in view of the growing unemployment problem. Government developmental plans and initiative need to step up according to the growing concern of the youth.

Throughout history, youth have always been an important process of change in various fields. Full assistance and encouragement must be given for the development and growth of India's youth by all the sectors and stakeholders, of this nation⁷. A state with high youth population is considered both as an opportunity and challenge. The state can achieve its goal listed in vision 2030 only if this sub group is employed and making use of its potentials in the growth of state's economy. It is not always the availability of human capital that promises growth. Therefore, proper implementation of the youth's access to employment and making use of their energy is a major challenge. If not, one can see resources going to waste⁸.

In the reality, youth unemployment has emerged as one of the most serious issues. This problem has accommodated so well in society that it needs to be seriously addressed. In the developed and developing countries, youth unemployment is considered as a real danger linked with idleness. Many studies show the fears and possibilities of a lost generation of youth who disengages from work completely (ILO, 2010). While showing concern about the current unemployment scenario in Nagaland one of its leading English news daily have once pointed out that We have missed out on opportunities because of our inability to look beyond the traditional employment sectors, our unwillingness to explore new fields, our dependence on the government and parents, our lack of focus, our lack of work ethic and entrepreneurial spirit, and our inability to shift our mentality that activities like loading and unloading, operating

⁷ Ministry of Youth Affairs & Sports, Government of India. National Youth Policy 2014.

⁸ Government of Nagaland. 2016. Nagaland Vision 2030.

rickshaws and hand carts, etc., are only the purview of outsiders (Morung, 2014). There are many reasons why industries in North Eastern Region could not develop as expected in which Nagaland is no exceptions. Many research works have pointed out its finding that remained critical for development. One such findings is “North East Region is mainly situated in the hilly areas which hamper marketing facilities, communication, transport etc. and it blocks industrial development. Non availability of land mostly in the hilly areas is one among the many reasons for slow progress in industrial sector, since most of the land in hilly areas is community owned. Therefore, it becomes difficult for getting financial aid or loans or setting up industries when there is non-availability of individual owned lands. Lack of industrial policies and private investment, shortage of skilled labourers are few factors for slow growth of industry (Chaudhury, 2013).

Because of the job stability in government sectors and the low prestige often ascribed to agriculture in society, educated youth choose government employment to agriculture. Through job exchanges and other organizations, the government offers a variety of programs for the welfare of these groups, but owing to improper knowledge, these programs are not having an effect on the groups that they are intended for. Today's educated jobless young place a high value on entrepreneurship, which is encouraging for lessening the negative effects of unemployment. Consideration should be given by the government and other responsible organizations, and they should raise knowledge of the numerous private job alternatives and the dignity of labour.

This chapter addresses various prospective job options for the growth and development of the state while focusing on the educated youth and employment opportunities in Nagaland. Special focus is placed on the challenges faced by young people who are unemployed in their fight against unemployment.

While trying to draw the employment opportunities in Nagaland among the educated youth it would appear relevant to look at the literacy rate of the state vis-à-vis national figures. According to 2011 report Nagaland recorded its literacy rate at 79.55 % which is far above the national figure of 74.04 %. Literacy is not only necessary for getting a job that pays but it has also become a must have for moving up the ladder in this fast-changing world. However, the concern here is that with high literacy rate, the state of Nagaland is facing a huge unemployment problem especially among educated youth.

One may be literate but without the right skills and knowledge an individual limit their ability to find any suitable employment. This is also an indication that the state is losing out on potential human capital. Many young men spend their lives working hard to finish their education just to find themselves hunting and waiting for positions that may not even become available for years or even longer.

Employment is directly related to economic development. In that, any economic development gives an opening for employment opportunities especially to the youths. In contrast, three organizations—the central government, the NEC, and the local governments of the separate states—share a significant amount of responsibility for economic growth in the context of the northeast area, and notably Nagaland state. The major focus of central government-sponsored programs is on establishing industries and expanding communication infrastructure. While the state administration has occasionally proposed development plans in accordance with federal guidelines and on its own (Purohit, 2017)⁹. On the one hand, these initiatives aim to end poverty, while on the other; they aim to bring about work prospects.

At the backdrop of the economic scenario as discussed above it is pertinent to delve into some of the schemes sponsored by both central and state government in its attempt towards employment generation and poverty alleviation from the society on the other.

5.1 Government Initiatives for Employment Generations

One of the priorities of the Government of India is in improving and implementing various employment generation programmes for the upliftment of society. Various steps have been initiated by the Government of India in generating employment opportunities and helping the private sector, investing and implementing projects for growth of the economy. Some of the schemes under Government of India can be discussed as follows:

i) Swarnjayanti Gram Swarozgar Yojana:

The Integrated Rural Development Programme (IRDP), Training of Rural Youth for Self-Employment (TRYSEM), Development of Women and Children in Rural Areas (DWCRA), and Supply of Improved Tool Kits were previously separate self-

⁹Ashok Purohit, 2017. Economic development and planning in northeast India. Pp,44, NE books and Publishers, Silchar-Assam, India.

employment programs that were restructured and merged to form the Swarnjayanti Gram Swarozgar Yojana (SGSY) in Nagaland on April 1, 1999. By putting the impoverished into self-help groups (SHGs) and taking care of their training, credit, technology, infrastructure, and marketing requirements, the Central Government started these programs to address all aspects of self-employment in an effort to raise people out of poverty in three years (1999-2000 to 2001-2002). Those in need of the coverage were supposed to be given it (BPL). By creating a sizable number of micro-businesses in rural regions that create prospects for self-employment, the Swarnjayanti Gram Swarozgar Yojana (SGSY) seeks to give rurally underprivileged individuals a reliable source of income. It was intended to lift assisted families (Swarozgaris) out of poverty in three years by ensuring that each family had a monthly net income of at least Rs. 2000, excluding repayments, and by providing them with assets that could generate income through a combination of bank credit and government subsidies.

Swayamsidha is an integrated program for women's empowerment that receives central funding and is focused on the organization of women into self-help groups (SHGs). As a consequence, the department chose six Integrated Child Development Services (ICDS) Blocks for a trial phase (2001–2006): Medziphema, Kohima, Jakhama, Pfutsero, Mon, and Sangsangnyu. In these six blocks, 140 villages were covered, and 600 SHGs were established, encompassing 6340 rural women. 289 SHGs have gotten loans from banks or other organizations, while 538 SHGs have opened bank accounts. It's also important to note that 35 grocery businesses are owned by Swayamsidha SHGs. The Training and Protection Centre was established to teach rural women and school-dropout girls in self-employment. One of the trades taught at the center is tailoring, along with knitting and weaving. In the years 2006–2007, 65 girls in all obtained vocational training. The Nourishment Program for Adolescent Girls, which was established in 2002–2003, offers supplemental nutrition to underweight girls. As the site for the prototype project, Tuensang was selected. The program was expanded to 20 of the state's most underserved blocks as part of the State Plan for 2006–07 to provide benefits to more people. During the year, approximately 1,06,000 adolescent girls were covered¹⁰.

¹⁰Rao, Vennela. S. P.(K). (2017). *Rural Development of North East India*. Pp. 45-46. NE Books and Publishers.

i) Training of Rural Youth for Self Employment (TRYSEM)

The Indian government launched the TRYSEM (Training of Rural Youth for Self-Employment) program on August 15, 1979, under the Department of Rural Development. Young people around the nation, especially those from rural and impoverished areas, will be given access to resources and opportunities thanks to this initiative. The Training of Rural Youth for Self-Employment Program has a number of overarching goals, including: Providing technical skills to rural youth, especially those from low-income families, to enable them to pursue self-employment opportunities in more expansive fields of agriculture and related businesses.

ii) Deendayal Antyodaya Yojana-National Rural Livelihood Mission (DAY-NRLM)

The Nagaland Rural Livelihoods Mission (NSRLM) was established on September 13, 2012, by the Rural Development Department of the Government of Nagaland, and is a society registered under the Society Registration Act, 1860, and the Nagaland Societies Registration (Nagaland Third Amendment) Act, 2008 (Act No. 1 of 2009). It is responsible for implementing the "Deendayal Antyodaya Yojana-National Rural Livelihood Mission (DAY-NRLM) One of the ministry's major programs, DAY-NRLM, was officially inaugurated on June 3, 2011, the same day as the Government of India's Ministry of Rural Development (MoRD) restructured SGSY. This is one of the initiatives designed to make life better for the underprivileged. It is a ministry of rural development-led program of the Indian government to combat poverty. The objective of the program is to unite the underprivileged into "Institutions of the Poor" (Self-Help Groups and their Federations) and train them to work for themselves.

iii) Mahatma Gandhi National Rural Employment Guaranteed Scheme (MGNREGS)

The Mahatma Gandhi National Rural Employment Guarantee Act of 2005 (MGNREGA) is an important step in ensuring rural families in India have access to a secure source of income and realizing their right to work. Under this Act, state governments may create Rural Employment Guarantee Schemes (REGS). Under the Scheme, every family with adults who volunteer to perform unskilled physical labor is given at least 100 days of guaranteed wage work each fiscal year. A person is regarded

as an adult after they turn eighteen. Unskilled manual labor is any physical labor that any adult can complete without the need for specific training or talent. Any department of the Central Government or a State Government, a Zila Parishad, Panchayat, or Gram Panchayat, as well as any local authority, government undertaking, or nongovernmental organization authorized by the Central Government or the State Government may serve as the plan's implementing agency (Employment & Statistics, 2015).

Nagaland is the source of one such success tale. The social welfare plan is bearing fruit in Nagaland's villages. With the implementation of MGNREGA, many villages in Nagaland are bearing fruits and progressing. The rebuilding and widening of roads has increased road connection. Village development is taking place in Nagaland. Water harvesting structures, water pipes, pathways, and landslide protection walls has all been built. There has been lot of improvement in many villages in and around Nagaland with the implementation of MGNREA.

Virazoma Village Development Board Secretary Thepfunei stated Villagers are being provided with basic utilities by both the federal and state governments. Nagaland has roughly 1317 villages that are presently experiencing steady improvement thanks to the government's welfare scheme. Furthermore, school structures, irrigation canals, and common community fisheries have all been started and completed. Not only the federal and state governments, but also rural employees, have embraced the welfare plan wholeheartedly, not only for the promised 100 days of labour, but also for the general development they are participating with¹¹.

Out of many programs few above cited are those which appear noticeable in the eyes of everyone. What is important are the benefits tapped out of these schemes. Although the thrust of this study is educated youth vis-à-vis their employment opportunities, while most of the schemes have benefited the rural populace and have largely achieved its goal yet employment situation among the educated youth remains a concern. It is sufficient to mention that Nagaland has rich mineral resources; it also has potential human resources. If tapped and channelized in proper perspectives both in organised and unorganised sectors the question of educated unemployed will not arise.

¹¹Chatterjee, Apratim. (2013, September 22). MGNREGA- Success or Failure. The Society

5.2 Potential Areas for Employment Opportunities in Nagaland

Preceding discussions have tried to shed lights on the government's sponsored schemes for employment generation and poverty alleviation in Nagaland. While so much initiatives have been undertaken by various government agencies and NGOs, civil societies yet the issue of unemployment still cripples the state. One of the major factors for the causes of unemployment is because every educated person in the state only looks for government job whether central or state government. In that, getting a public service (government job) is the cultural goal of every Nagas. Field data in this regard shows that 63.3 per cent of respondents gives preference to government jobs this substantiates our argument.

The economy of Nagaland is largely based on agriculture. Indeed 70 per cent of its population are engaged in agriculture and allied activities for their sustenance. Although the state has rich mineral resources yet it lacks in many fronts such as technology know how and human resources thereby becoming weak in the development of industry. There is no doubt that younger generations are engaging in small-scale and cottage industries and are contributing to the growth of rural economy. While so much can be done by the youth should innovation, technology and human resources are properly utilised. One of the drawback or barriers for innovative development is also arguably because of the decades old unresolved Naga political issues that hesitate many potential investors from outside to invest in the state. If not for this very reason, the state is endowed with numerous potentials resources for building up tourism industry, sports, music etc. the Naga youths are indeed second to none in talents, ability, if harness in right perspectives they can become a job provider instead of job seekers. Nagaland have witnessed the defunct of some few industries such as paper mill and sugar mill. One may attribute multiple reasons for its defunct but one thing is sure, in the absence of a strong political will nothing can withstand the onslaught. There is a need to enhance and strengthen the industrial growth of the state with best utilization of the natural resources available in the state. The state needs to encourage and enhance sociable environment for setting up business enterprise and to provide employment opportunities for the youth of Nagaland.

The industrial scenario of Nagaland can be summarised according to Baishya, 2012. The industrial process in the state of Nagaland is in its early childhood; however, the recognition to have more industries has been in talks for a long period. There are many reasons for poor industrial development in the state led by insufficient facilities and funds in the fields of transport and communication, skilled workers, power etc. Also factors like lack of finance, business initiatives, market strategy, policies and above all user-friendly environment add up to slow development¹².

In the present time India is set to become a manufacturing hub, whereas the state of Nagaland is nowhere seen in the industrial map of India. Though Nagaland is known for its beautiful landscape, rich natural resources, it could not develop much economically. Basically, Nagaland has agriculture-based economy; however, the agricultural scenario of the state is very disheartening. Mostly the agriculture produce is confined to consumption and not for commercial purpose. Nagaland has good and suitable climate and soil for production of products and has a high potential area for growth and development of various industrial units. The upcoming generation need to focus on all these areas and work towards strengthening, innovating and upgrading the industrial unit of the state.

5.2.1 Unorganised Sectors

Entrepreneurship plays a significant role in the development of any economy. The scenario of entrepreneurship development is still at a very nascent stage. Nagaland is such that in each district and towns, most of the businesses are dominantly carried out by the non-Nagas. In unorganised sectors like building and road construction it is very rare and unusual to see Naga youth working. Most of the unorganised sectors are occupied by the non-locals in the state. It is a known fact that most of the workers in this sector are either illegal or legal migrants, rapidly occupying in the business sector of Nagaland.

In 2006, the Department of Evaluation of the Government of Nagaland performed a significant survey on employment in the private/unorganized sector in the three-district headquarters of Kohima, Dimapur, and Mokokchung, totalling 13,380

¹² Baishya, 2012. Economy of Nagaland in Transition. Pp,17, Global Publishing House, Vishakapatnam-2, AP, India.

establishments/shops. In these three sample districts, the total number of non-Naga workers earning a living was 45,815, with an annual income of Rs 450.60 crore. Dimapur has the highest non-Naga workforce, with 32,700 people, followed by Kohima (10,900) and Mokokchung (2,215). The poll examined 78 distinct trades, including agriculture, trading, manufacturing, and service. Dimapur had the greatest non-Naga annual income at Rs 351.85 crore, followed by Kohima at Rs 89.98 crore and Mokokchung at Rs 8.77 crore. The construction industry employed the most non-Naga workers, with 4,099 people. The loading and unloading sector in railway and bus stations, as well as godowns, came next. Non-Nagas controlled these service businesses. Trading and entrepreneurial activity employed the third greatest number of non-Nagas. A total of 2,780 people are employed by pan/gumti shops. The grocery/ration shops came next, followed by the service sector, with 2,514 people working in handcarts and rickshaws. The catering/hotel and restaurant industry, which is also a service sector, employed 2,257 people and was the sixth largest non-Naga employer. Furthermore, according to a survey done by the state Directorate of Agriculture in 2003, non-Nagas owned and operated almost 71.73 percent of the 23,777 business establishments, with Nagas controlling only 6,722 of them (28.27 per cent)¹³. Hence, the percentage of business establishment between non-Nagas and Nagas is very disheartening. Nagas need to ponder on this issue of outsiders controlling the business sector in huge number. Imagine, if all service sectors were occupied by the Nagas, there would have been huge revenue income and also there will be less unemployment problem or even no unemployment problem. Moreover, if Naga youths were engaged in such businesses as engaged by non-Nagas there would have any problem of unemployment. Thus, argument can be safely concluded that Naga youth wants only white-collar job.

Any person of working age who engaged in any activity for a brief period of time to create items or provide services for compensation or profit is frequently referred to as a person in employment. They are made up of those who are employed and are "at work," meaning they worked for at least one hour at a job, and those who are employed but are "not at work" due to a brief absence from their employment or due to flexible work schedules (such as shift work, flexitime and compensatory leave for overtime).

¹³ Directorate of Evaluation Government of Nagaland. 2007. Evaluation Study On 'Employment Opportunities Forgone By Nagas And Employment Of Non- Nagas In The State

Therefore, if employment means working or looking for a job with no pre-condition as government or private then Naga youth can also earn like that and unemployment problem would not exist. In the preceding discussion, the survey showed 45815 non-Naga work force working in private/unorganised sectors and the number of unemployed youths was 70422 according to 2016 live register of Department of Labour and Employment. From this one could find that one of the main reasons for problem of educated unemployment is due to the fact that many of the unorganised sectors are occupied by the non-Nagas. It is to agree that one would not want to work as a labourer after obtaining a high degree but what about those 18 years and above who are school drop outs or those who have discontinued their studies? Why we don't see them in such sectors where not much qualification is required? If these 45815 non-Naga workers are replaced by Naga labourers, then there would have been less issue and problem of unemployment in the state. Nagas needs to ponder on this issue as to why most of the unorganised sectors are occupied by the non-Nagas.

Also, weak political will and administration has resulted in the infiltration of illegal immigrants, who have emerged as the most significant competitor to Naga enterprises. The absence of economic policy reforms and security support in Nagaland has also resulted in the emergence of thousands of non-locals conducting business in the name of the Nagas, while the non-locals continue to launder money from Nagaland's market by evading central government income tax under the guise of Naga names.

The availability of cheap labour may be one of the factors contributing to immigrants' significant employment, since they are more apt to accept positions that native employees would often shun. Locals who are unskilled or semi-skilled have seen a sharp increase in unemployment as a result. Immigrants now dominate enterprises that deal with second-hand clothing, bamboo, thatch, poultry, fish, and vegetables, and their presence is felt more and more throughout Dimapur's main commercial centers. The occupation of these areas by non-Nagas is a tremendous loss for the Naga people. It is high time to change the attitude and mindset of the people of Nagaland towards working in unorganised sectors. Success is not a one-day journey, in business there is profit and losses but what matters is the consistency, hard work and dedication. Naga youth need to equip themselves with skills and training and should be open to take up new responsibilities for the betterment of society.

5.2.2 Tourism

Tourism is considered as one of the world's largest industries for any developing countries. There is no denying that it plays a crucial part in the growth and development of the state. Tourism industry has massive potential for income generation and employment opportunities, especially in the North Eastern Regions. Tourism industry revolves around multiple areas such as transport and communication, establishment of hotels and restaurants, guest house etc. Along with the other north eastern states, Nagaland too has huge potential for tourism industry. It is not only about promoting one's ethnic culture tradition and beautiful places, but it also contributes towards economic growth of the state. Not only the state but even unemployed youth can benefit out of tourism industry.

Nagaland is a land shrouded in mystery, populated by energetic people passionately defending their culture mountains, valleys, woods and all of these immediately conjure up images of Nagaland. No wonder why it is called the land of festivals for so many reasons. Nagaland has always distinguished apart from the rest of India, from their unique headdresses to their peculiar sense of fashion, from their great handloom to their peculiar cuisine taste, from their vivacious festivals. This lesser-known state is an enticing site to visit, with a vibrant culture and unrivalled traditions. All these make Nagaland a tourist paradise.

The growth of eco-tourism, adventure tourism, ethnic cultural tourism, hotels, tourist travel services, and more are just a few of the potential for investment in the sector. The most well-known tourist destinations in the state are Kohima, Dimapur, Mokokchung, Longleng, Wokha, Kiphire, Zunheboto, Phek, Peren, Mon, and Tuensang.

Hornbill Festival, Nagaland's main cultural and tourism event, where it showcases one of India's most distinctive cultures, the culture of the Nagas, one of the largest ethnic groups in north-eastern India. The event is a celebration of the heroic warriors of various tribes that make up the bulk of Nagaland's population, in their rich culture. It is named after the bird, Hornbill, which is represented in folklore of most Naga tribes and is thus the State Bird of Nagaland. The event, which is a riot of colours and costumes,

takes place every year at the Naga Heritage village of Kisama, about 10 kilometres from Kohima, making it conveniently accessible for tourists.

The scene of tourism industry in India has changed over a period of time. It has become a major revenue generation industry. Not only income generation but it is providing large employment opportunities for all groups of people in both rural and urban areas. Compared to all big industrial investment, tourism industry costs less and acceptable. Another advantage is that particular group or section got to display their culture, tradition, arts and crafts etc. to the outside world. Because of which many Non-Governmental Organizations are joining in this sector and making good profit (Choudhury, 2013). Unlike other sector jobs, tourisms create jobs on all fronts. Promotion of tourism should be initiated in all districts and villages of Nagaland so as to open avenues for income and all-round development. Tourism is not always about the beautiful destination and entertainment or outdoor activities but it is one of the most important factors of economic growth and one of the largest job providers across all sectors. Initiatives in the field of transport, wayside amenities, accommodation and markets need to be created by all villages and districts in order to attract tourist. Though Nagaland is endowed with all the natural beauty it lacks proper functioning machineries. One can see that there is lack of clean and functional toilets, no accommodation facilities, no electricity and water facilities, markets, dhabas etc. The situation would have been different if the entire tourist spots in Nagaland have good road connectivity and transport facilities. One can open small petty shops along the roadside, or have souvenir shops, sell local products, handicrafts and even operate pay and use toilets etc. these are all potential areas for employment for the people of Nagaland. Take the example of Meghalaya, where one can see better road connectivity with numerous taxi services, souvenir shops in every tourist spot, good hotels, restaurants and shops etc. Even tour guides for most of the destination are available for the tourists and hence employed in one or the other way.

One significant economic impact of tourism is the regional development of economically underdeveloped and remote communities. Many of these sites with high scenic beauty and cultural attractions can become popular tourist destinations, bringing property to the locals. Another important direct economic benefit of tourism is job creation. The majority of emerging countries are experiencing high levels of

unemployment and underemployment. The tourism industry employs a sizable workforce, including waiters, cooks, managers, and executives in hotels, highways, airports, water supply, and other public services in addition to unskilled workers. The basic infrastructure for tourism marketing employs thousands of skilled and unskilled individuals. The tourism industry plays a critical role in the creation of jobs. Tourism is a high-skilled sector. As a result, this industry can employ a huge number of job seekers. Hoteliers, restaurant owners, guides, local shopkeepers, merchants, and others all benefit from the tourism industry. The industry's most notable trait is that it employs a big number of women, both educated and uneducated. This industry employs both skilled and unskilled women.

Day by day tourism scenario in the North East Region is gaining importance. For example, many of the North East Region are famously known for one or other important beautiful places, religious sites, rivers etc. Nagaland is known for its variant culture, ethnic identity, tradition, festivals, historical places and scenic beauty. The State of Nagaland has considered tourism as an important part of their economy and started to give importance for generating income. In one of the budget speech, Chief Minister Neiphiu Rio mentioned: "There is no doubt that the tourism industry has the potential to contribute towards economic growth, attract investment and generate huge amount of employment." It is said that Government of Nagaland has signed MoU with the global brand Airbnb¹⁴ to promote home stay and experiential tourism. Such initiatives will bring the common people into tourism sector while ensuring opportunity to generate good employment opportunities. Educated youth can come up with new initiative and business ventures in tourism sector. Opening up of home-stays or hotels for the tourist in places where they experience high tourist visits. One of the difficulties faced by tourist is also the non-availability of good transport system for which car rental services becomes a must. Tourist guides, services in hospitality sector, running of shops, tent rentals etc are all good opportunities lying in the tourism sector.

In order to facilitate a steady inflow of tourists throughout the year, the state government has implemented a number of strategies, including the introduction of tourist police to ensure the safety of tourists, encouraging small businesses like home

¹⁴ Airbnb stands for "Air Bed and Breakfast," which represents the company's early beginnings, when its co-founders invited paying guests to sleep on an air mattress in their living room to help pay the rent.

stays, and repurposing major events as mini-hornbill festivals. To make tourism a sustainable source of income for the populace, however, much work must be done. In addition to effective publicity, travel packages need to be streamlined and connectivity between the air and the ground need to be dramatically improved. Once these significant issues are resolved, the number of tourists could increase dramatically. If this occurs, small and medium-sized businesses, hotel chains, travel agents, eateries, and other businesses will be affected in the state. The tourism sector will eventually develop into a major employer in the state and a source of income for the majority of the population. While getting there it can take some time, however it is not impossible. Therefore, tourism sector will not only drive job creation but it would also promote sustainable economic growth of the state. With the correct measures and right policies tourism sector can provide great opportunities for the youth in Nagaland.

5.2.3 Sports

Generally speaking, sports and games were just looked at as an ordinary form of physical activity or exercise years ago. Today, sports have become a huge industry that can provide lot of employment opportunity to thousands of youths in the state. Sports industry if promoted can bring good benefit and generate high income in the state. Like any other discipline sports have many career options. Other than becoming a player, athlete there are options like coaches, trainers, sports nutritionist, psychologist, engineers, media and management experts, even sports commentators etc. Educated youth has ample of opportunities in the sports industry and can have a successful professional career.

In one of the daily newspapers 'Eastern Mirror' an article was written by Abu Metha¹⁵, has rightly pointed out the need to focus on resources for grooming and developing young talents. In sports there are no short cuts to success but the only way is through meritocracy and good development plan, talent hunting and good infrastructure. The need to upgrade the outdated sports infrastructure was pointed out so that the state is in a position to produce sportspersons who can compete in par with the rest of the countries. Nagas have wasted too many decades with empty promises. Time has come

¹⁵ A former National level sportsperson and the Associate Vice President of the Athletic Federation of India.

for one and all to act upon to what has been said and it is high time to invest in sports industry for a better future.

In the field of sports Dr.Talimeren Ao and Chekrovlu Swuro has already sowed the seed in the industry and it is high time for the young energetic generation from Nagaland to look towards a bright future in this area. There is so much potential and scope for the people of Nagaland in this industry. In the field of Mixed Martial Arts (MMA), fighters from Nagaland—Kekhrieneitso Angami, Longtsukumba Ao, and Arsenba Ozukum represented India at the GAMMA Asian MMA Championship 2021 at Kyrgyzstan brought home medals for the country, which is indeed a big achievement. Khrievitso Kense, a youthful 18-year-old cricket player from Nagaland, is the only one chosen from Nagaland for the IPL 2022 competition in the sport of cricket. This is such an encouragement for the youth of Nagaland. Identifying and proper selection procedure, grooming, encouragement, investing needs to be provided so that Nagas can face the competition of the outside world.

5.2.4 Music

Nagas have always known for its unique culture whether it be music, art, morals, tradition, music etc. Today, music has become a whole industry where one can earn and generate billions of incomes worldwide. The scenario of music in Nagaland has changed with time and has transformed into a booming industry. Today music is not only about oral tradition, story- telling but it has become one big entertainment industry. Advancement of information technology and media industry the scene of music industry has move up to a different level. The growing popularity and usages of Instagram, YouTube, and various other music apps, it has created avenues for various artists to perform and entertain people globally.

One need not have a good vocal or great musical taste in-order to be in a music industry. A person can become a producer, be part of recording, managing field. Depending on one's choice and interest one can opt for different field in music industry. Many schools and colleges are offering music classes as part of curriculum and imparting training on different musical genre and instruments. With right knowledge and certificate one can work in reputed institute and earn well. Not only work in and around Nagaland but can even look out for better avenues outside the state

or even run their own institute and start business. If only one have the right skill, talent, zeal and enthusiasm; it is a good platform and can take them to higher places. Not only in the local arena but will be recognised and visible worldwide. One need not always wait and depend on the government for funding and support but with right mind, hard-work and dedication and proper career choice one can attain greater heights. Nothing is impossible if only one work hard to reach its goal. Some few Naga musicians who have worked hard and gained name which are worthy of mention are Alobo Naga, Tetseo Sisters, Methaneilie the great Naga legendary singer, N.K Naga etc. Following in their footstep many young Naga artists are coming up and gaining recognition in the state and beyond.

Applications for the Chief Minister's Music Scholarship 2021 are being accepted by the Task Force for Music and Fine Arts (TaFMA). The Nagaland Chief Minister, Neiphiu Rio, announced the scholarship in his most recent budget session for 2021–2022, along with other new projects and programs, with the goal of making the state a "Land of Music and Arts"¹⁶. More such initiatives need to be introduced in order to encourage the youths of Nagaland.

The young upcoming musicians needs proper channelling and mentoring that can shape up their future. Time has come for Nagas to change the outlook towards choosing one's own career and work hard towards achieving them. One cannot always depend on the Government for opportunities or wait for government job alone. With the advancement of technology, science and media, the face of entertainment industry is going through a huge transformation. Not only music but youth have much option in the entertainment sector. Actors, stand-up comedian, fashion etc. are all that they can venture into.

5.2.5 Entrepreneurship

Due to globalization and the quick social growth in today's world, entrepreneurship has emerged as one of the most powerful economic drivers. The majority of jobs are created by small firms that are founded by people with an entrepreneurial mindset. Entrepreneurs feel they have more opportunity to express their creativity, a stronger sense of self-worth, and overall control over their lives. Over the years, Nagaland has

¹⁶Nienu, Thejoto. (2021, Mar 13). TaFMA invites Application for CM's Music Scholarship. Eastern Mirror

seen a surge in the rise of entrepreneurship, particularly in locally produced brands of food items, clothing, restaurants, and hotels, among other things. One of the main causes of this change in direction is indeed the, local population especially the youth, shift in preference for starting small enterprises over choosing to work for the government or go to Mainland India.

The pressure on the government to accelerate job creation has only grown as the number of graduates has climbed. The widespread corruption feeds the youth's sense of hopelessness. Many young people today are unemployed not because they lack qualifications but rather because the political, economic, and socio-cultural foundations of the system are broken. The concept of entrepreneurship has recently attained unprecedented significance on a global level by being recognised as a significant source of new employment, innovation, and economic growth.

The concept of entrepreneurship has recently attained unprecedented significance on a global level by being recognised as a significant source of new employment, innovation, and economic growth. Despite the dire circumstances surrounding Nagaland's employment situation, the rise of entrepreneurship has resulted in a good development. The absence of resources, particularly in the areas of competent mentorship, infrastructure, technological know-how, and cash, is the reason why entrepreneurship in Nagaland is not yet fully developed. Lack of creativity has been the biggest hindrance. Every company needs a marketing strategy that takes into account all of its particular characteristics. The difficulty to maintain uniformity in product quality is another significant issue. This results from a lack of standard tools and equipment as well as low-quality raw materials, which have a long-term negative impact on the firm. The state's erratic political climate has only made it more challenging for businesses to prosper.

The need of the hour is innovative solutions backed by assistance from the government and other groups are urgently needed. The public and private sectors are now working together to create jobs, rather than the government acting alone in this regard. The government may readily aid in the development of enterprises, raising the level of living in the community by encouraging and assisting entrepreneurs. The high

prevalence of unemployment and its impact on the people have made the growth of entrepreneurship in Nagaland more important than ever.

5.2.6 Human Resources

Young people are an important human resource for development, as well as vital agents of social change, economic progress, and technical innovation. However, putting these resources to good use is a huge difficulty. The youth dilemma is often regarded as the most pressing economic development issue of the twenty-first century.

One of the most important factors of resources in the area of production is 'Human Resource'. The production and growth of any society depends highly on the skills and knowledge up gradation. This has become a subject of national importance. Human resource development in India was identified by Shri G.S Kalyansundram and Prof. T.V Rao. India is a land of diverse culture where one can find mixture of different caste, culture and tradition intermingling together. With the advancement of education, science and technology the practices of people are also rapidly going through a change. Therefore, in order to maintain the aspiration and ambition of people, Human Resource plays an important role in society.

The most significant system in Human Resource Development is training. By training it means mastering one's ability to do work more effectively. It aims towards strengthening, improving, problem solving and self-renewing skills. Therefore, development of human resource involves enhancing skills of an individual as well as bringing out the hidden qualities for future goals. The Gandhian model similarly talks about all round development of human being. It prepares young to be individually, morally, and mentally sound and making them socially productive and responsible citizens.

Nagaland has an abundance of unemployed youth. Though in many cases unemployment is seen as a problem, large number of unemployed youth population can be considered as a human capital or asset of the state. Youths are the biggest resources, if only the potential and skills are developed and utilised at its very best. It should be in the best interest of the state to develop and mobilize the vast group of human resources into the most powerful force of development. The majority of the best qualified and

eligible youths are unemployed not because they lack qualifications, but because the system is deformed politically, economically, and socio-culturally.

5.2.6 Other Potential Areas

YouTube

Today's generations were born and brought up in an environment where social media have a huge influence on them. Sociology has taught that youth play an important part in human society and the process of growth and development has a great impact on their future survival. The social environment in which one grew up has a high influence in shaping and thinking process. In today's world the young and the youth have many numbers of options to choose and access their careers and opportunities in different fields.

"Anyone can become a great influencer with time, commitment, and constant effort," stated Sinead Norenius-Raniere, vice president, influencer marketing & paid social at Valassis. Success does not come easily. One must create enough material, which can take years, in order for that platform to financially support. However, it is entirely feasible that it will lead to a full-time job. The world of social media influencers is rapidly growing, which is the bigger context. Influencers are increasingly influencing brand recognition, brand affinity, and growth, as seen by measures like social and web traffic, content, and sales. Influencer marketing will continue to grow in importance given the state of social media and how it is altering how we interact and communicate with one another¹⁷.

YouTube has become one big platform and fastest growing market in India. It has become an integral part of every section of population and especially among the youth. Many youngsters are flourishing and earning big by becoming influencers, entertainers in this area. Unemployed youth have the chance to grab this opportunity of exploring and making use of this platform. It is better to do something than to just sit at home and do nothing. Today's students' employment aspirations appear to be influenced by their exposure to social media.

¹⁷ Suciu, Peter. (2020, February 14). Is Being A Social Media Influencer A Real Career? Forbes

Floriculture

Plants and flowers have been an important part of human civilization. Floriculture is an important branch of horticulture that is specialised in the science of cultivation of flowers. It is considered one of the fastest growing sectors in horticulture industry. Floriculture can be a very profitable business in the state. Nagaland has a wide variety of species, which has great commercial potential.

The districts of Kohima, Mokokchung, Wokha, and Dimapur have commercial potential for floriculture based on accessibility and agro-climatic conditions. Orchids come in a variety of types in the state, with substantial investment possibilities. In Nagaland, exotic and hybrid flower species are being produced, and the state is also home to the world's tallest Rhododendron tree¹⁸. Varieties of flowers like liliiums, Roses, Carnations etc. are harvested in good numbers from different parts of the state. For example, quality liliiums are harvested from Wokha district, Mokokchung district particularly from Chuchuyimpang village, and Kohima district. Roses and Carnations are harvested from State Agricultural Research Centre, Yisemyong, Mokokchung district and anthuriums from Chumukedima and Dimapur districts respectively.

Though commercialisation of floriculture in Nagaland started very late compared to other states, the state's floriculture sector is blooming at a decent rate. Today, the state is enjoying the growth and success of the sector and is able to support through this sector. One can see the potential in this sector for providing employment and generating good profit to the people to work and earn¹⁹. Production of flowers is a money-making business where income generation is more than the cost of production and with the high and growing demand for flowers both domestic and international, attempts should be made by both government and private sectors to develop the floriculture industry²⁰.

¹⁸ The tree, which was discovered in 1993 on Mount Japfü in the Kohima District of Nagaland, India, holds the Guinness World Record for the tallest Rhododendron, measuring 108 feet (33.2 metres) tall and 3.5 feet (106 centimetres), holds the Guinness World Record for the tallest Rhododendron.

¹⁹ Department of Horticulture, Government of Nagaland. Floriculture Sector in Nagaland – Taking the World by Storm.

²⁰ Jahan, H. (2009). Production, post harvest handling and marketing of cut-flowers in Bangladesh: an agribusiness study. *SAARC Journal of Agriculture*, 7, 1-14.

Since the start of commercial floriculture in Nagaland, there is a growing involvement of persons especially women in this field. It is a good thing to see that floriculture is empowering and generating income. If youth could take up this challenge of carrying out these entrepreneurial activities there would be a huge employment opportunity for all group of people. Why not turn this sector which was earlier seen as a hobby by many to a whole new beginning of earning and contributing to economic advancement in the state. Flowers are used in numerous occasions, and fresh flowers are sought by many. However, some limitations and unavailability of varieties of flowers, tends to divert the demands to other states and countries, which contribute to certain losses. Therefore, developing a strong youth workforce to bring benefit and broader economic prospect is much needed in this field. Due to the changes in the lifestyle of the people, there is an increase in demand for many other things which includes floriculture substantially. It has become one of the profits making trade at the present context due to the demand for flowers for various purposes.

Demands for fresh flowers are growing day by day. In various functions, programmes and festivals the use of fresh flowers is increasing. Especially during wedding seasons most brides prefer using fresh flowers for decorating their wedding reception. Not forgetting the high demand for fresh flowers/roses during occasion like valentine day, where young and old flood the street to buy. Looking at the demand for fresh flowers, this sector can be seen as a potential area where the young generation can focus to their business enterprise. Not only youth but both young and old, man and women can earn a lot from this sector.

Along with floriculture even in the field of horticulture, Nagaland is identified as a prospective site. Fruits such as pineapple, plum, bananas, passion fruit, and citrus fruits, as well as bamboo shoots and other exotic spices, are abundant in the state. Effective marketing of organic produce might yield a large return. Food processing businesses have enormous potential.

The state has a range of Agro-climatic conditions, from subtropical in the lowlands to temperate in the highlands and mountains. In comparison to the corresponding national average, pineapple output and performance in Medziphema, Baghty, and a few other locations have been quite encouraging in terms of quality and productivity. The state's

rural residents' incomes undoubtedly benefit from the national marketing of other significant fruits including oranges, mangos, bananas, jackfruit, plums, guavas, passion fruits, etc. On the other hand, plantation crops with high potential include coffee, tea, citronella grass, and rubber because of the favourable Agro-climatic conditions for their growth.

Hospitality/Event Planners

The ability of the hotel sector to flourish and contribute significantly to the economic development of communities all over the world is contingent on one condition: its ability to quickly fill hundreds of thousands of new positions with skilled individuals. The industry's capacity to hire young men and women between the ages of 15 and 24, who make up the majority of employees, is critical. Recruiting young individuals with the technical abilities, life skills, and enthusiasm to offer excellent guest service will become more vital than ever as the number of jobs in the industry grows and older employees retire²¹.

Time has brought lot of changes to the society in every aspect. In an era where the problem of unemployment in Nagaland has reached its height, there is undeniable challenge the state must incorporate to bring growth and development to every sectors. The data in this study showed that majority (87%) of the respondents belong to the age category of 19-29 years of age, which clearly is the age where the educated youth are energetic, enthusiastic and capable. Employing such dynamic young population into hospitality sector can bring good change and growth in the society. Most of the young people perception towards this sector is influenced by negative opinion. However, it is high time that the people realise that hospitality sector are not different from other sectors and that people from every age group can earn a living by working in this sector. The poor economic outlook in the state is one of the many reasons for high youth unemployment and therefore need a major change to develop and train young workforce to obtain good careers prospects.

All around the world weddings have become an integral element of every cultural tradition. Brides have become accustomed to feeling the pressure to make their

²¹International Youth Foundation. (2013). *Creating Opportunities for Youth in Hospitality*

weddings flawless as weddings have become increasingly important. To assist brides in making their big moment into a success wedding planner comes into play. The wedding planning industry and the occupations associated with it are rapidly expanding. Today's Naga wedding is just like any other huge Indian wedding. Engagement parties, bridal showers, bachelor parties, and wedding after parties are all becoming more popular in Nagaland. Wedding planners/event planners are in high demand now a day. Therefore, this industry is a potential area for employment for the youth.

Fitness Industry

The fitness industry is evolving all over the world due to growing health concerns and its importance. In today's life fitness is not only about engaging in activities, exercise or a lifestyle, but it has become a necessity for maintaining a healthy body, mind and soul. Earlier, the working environment was such that they did not require extra physical activities. However, as society evolve through changes the working environment also led to changes. Present working environment engages people into late working hours with computers and mostly confined to their chairs. Most of the job requires mental activity rather than bodily activities, which in turn leads to a very stressful life. This is where the fitness industry comes into play. Therefore, the scope of fitness industry in India is ever expanding and as more and more people venture into this the revenue also increases significantly²². The fitness business offers several job and career prospects as a result of the rise in lifestyle-related diseases like Diabetes, Hypertension, and Obesity among Indians and, for that matter, the entire world's population. The fitness business is expected to continue to expand over time, and new job opportunities have been made possible by fitness applications, the digitalization of fitness information, and gadgets. The fitness business is rapidly increasing, and no expansion is possible without the use of human resources. In every industry, certified and well-trained fitness professionals are in high demand²³.

Small structures are giving way to retailing in the gym business more lately, and this trend will only continue in the coming years, with the entry of global players, small start-ups, and internet businesses organised around the gym and fitness sector. People are taking time out of their hectic schedules to go to the gym and use personal training

²²Nilgar, Pooja. (2021, August 4). Careers in Fitness Industry

²³ Sethi, Chirag. (2019, Jan. 10). Jobs and Career Growth in Indian Fitness Industry

services. In addition, according to a study, those who exercise regularly are happier and healthier than those who do not. Regular workouts also aid in the reduction of stress, anxiety, and depression, as well as the prevention of numerous diseases. Working out frequently also results in an increase in strength, energy, and stamina²⁴.

Nagaland like any other state in India is taking fitness and healthy living regime to a new height. Numerous fitness centres have popped up in the markets of Dimapur, Kohima and Mokokchung to encourage healthy lifestyle. In today's world many of the people from all age group lacks physical exercise and activities.

Handloom and Handicraft

The traditional crafts of Nagaland are distinctive in style and meticulously made to appeal to art enthusiasts' tastes. The elaborate motifs on the high-quality cane and wood carvings, which also have a significant export potential due to their exquisite craftsmanship, represent the rich culture of the Naga people. The vibrant and gorgeous jewellery made of glass beads, ivory, brass, and shells is another wonderful example of rural artisans' work, and there is a ready market for these both domestically and abroad because traditional and ethnic handicrafts and items are in demand.

Naga women are fine weavers, creating intricate works of art in the form of shawls and sarongs. The Nagas have remained faithful to specific motifs and patterns that have survived the ages. These patterns now form a part of their illustrious past. The Naga weavers have focused their creative genius on developing new patterns thanks to the introduction of finer, higher-quality country yarns. The state's handloom industry has discovered greater potential for expansion and diversification by transforming traditional handloom fabrics into contemporary clothing. These ethnically diverse tribes of Nagaland's traditional patterns, which blend harmoniously with western high fashion, will do great even on the national and international market.

The handicrafts sector contributes significantly to the country's economy. It provides a sizable number of artisans with work in rural and semi-urban areas and generates a sizable amount of foreign exchange for the nation. However, the handicraft industry has been hampered by its unstructured nature, as well as by a lack of knowledge of the

²⁴Channa, Vinod. (2017, Sep 29). Growth and Future of the Business Industry in India

market, institutional weakness, access to financing, and exposure to new technologies²⁵. The best Naga wood carving could be found in village gates, Morung²⁶, and in front of a warrior's or wealthy man's house in ancient times; however, the origin of wood carving can be traced back to the dawn of civilization, when man began cultivating food crops and people began making baskets, mats, and other household items out of bamboo that was abundantly available in the nearby forest. In addition, Naga weaving was done in ancient times for the purpose of providing clothing to family members, primarily by women from rural areas, using rudimentary equipment and during leisure time. The girls were taught the technique of textile weaving at a young age. Handcrafting is a talent that requires manual dexterity. Manhood rules in Nagaland when it comes to craft making. Since the beginning of time, the state has practised handicraft. Handcraft, like textile wearing, has been passed down through the years. This craft is in high demand and is frequently sold, not only by locals but also by individuals from other regions of the state and country, due to its fine, rich quality, eco-friendly, and low-maintenance qualities²⁷.

Nagas are known for its vibrant culture and tradition. Handloom and handicraft, as a traditional activity, have the ability to generate employment and provide a source of income for rural people. Therefore, Nagas having a rich ethnic identity and colourful attires, this sector plays important role in the growth of state's economy. If marketed well this sector can provide and employ vast group of people and generate substantial income to the state. With modernization lot of changes are seen in this sector. Modern apparel such as scarves, skirts, dresses, waistcoats, neckties, and so on are designed in classic designs to make one feel more comfortable and modern while not forgetting their heritage. Many young entrepreneurs are emerging these days who are working to preserve Naga textile and craft by inventing new designs and styles of wearing Naga ethnic wear and handcrafting woods into pieces for the purpose of fridge magnets, souvenirs, mementos, bookmarks, key chains, and other items that depict Naga

²⁵Hashmi, Syed. Khalid. (2012). Market for Indian Handicraft. *Excel Journal for Engineering Technology and Management Science*, 1(1), Pp 7

²⁶ The 'Morung' was the village's key institution. It served as a sort of bachelor's dormitory for the local young and served a variety of purposes. It is a gathering place for young boys to learn about social customs and beliefs from their elders.

²⁷Murumi, H. Toni., & Sharma, Manu. (2019). Handloom and Handicraft of Nagaland: A Study of Dimapur District. *Suraj Punj Journal For Multidisciplinary Research*, 9(5), 15-23.

warriors, Naga morung, mithun horns, tribal shawls, and other items all related to Naga society.

However, the unstructured nature of the handicraft sector has harmed it, as also lack of education, capital, and exposure to new technology, as well as a lack of market intelligence and a weak institutional framework. Though the government is doing a great job in promoting and preserving the Naga heritage and culture, there is so much to be done. The youth can come up with various initiatives in order to develop and bring improvement in this sector. Young entrepreneurs need exposure to outside world and study the changes and growth of different countries and inculcate those changes to promote one's own culture. There can be lot of changes in the marketing sector with the help of new technologies which the youth can contribute for the promotion and growth of this industry.

Animal Husbandry

Cattle, poultry, and pigs play a vital role in the socio-economic life of the Naga community because Nagas are mostly meat eaters. The supply of meat and eggs in the state is insufficient to meet demand because the state has one of the highest per capita meat consumption rates. As a result, there is plenty of room for cattle, poultry, and pig farms to produce meat, eggs, and milk by utilising contemporary techniques for raising livestock and processing meat.

Sericulture has enormous potential, and local businesses are encouraged in various ways to capitalise on this potential and establish their own sericulture farms and industries. The local handloom sector already has a platform owing to the production of high-quality silk yarn.

5.3 Threat to Development and Economic Growth

One of the drawbacks of the state of Nagaland is the economic backwardness and slow developmental process. Everywhere the state has shown dissatisfying growth with very limited opportunities for the youth. The unemployment rate maintained high growth rate, and the status of the educated unemployed youth showed no improvement. Some of the factors contributing to slow or no growth of employment generation for educated youth can be discussed as follows:

i) Existence of Insurgencies/Corruptions

Talking about the growth and development in the state of Nagaland and various threats on these aspects one reason that always comes up is the issue of insurgencies. Whether it is business establishment, shops etc. one can see non locals operating smoothly and consistently in Nagaland. If outsiders can work and survive, why can't the Nagas do the same? The Nagaland government's corruption has debilitated the state, which has failed to provide basic facilities to the population, and backdoor recruitment of candidates for any sort of work is the norm, draining the state's budget. It has produced a sense of pessimism among the general populace, prompting others to turn to illicit acts for a living.

ii) Lack of Industries

Lack of industries is one factor why there is no growth of employment generation for the educated youth in Nagaland. Due to lack of industries, the youth are floating more towards the government job, which is in no condition to absorb all the youth. If more industries and companies are set up, it could have played a major role in generating more employment opportunities for the youth. Therefore, the government should make proper plans and policies in setting up industries and tie-ups with big multinational companies for upliftment of youth and society.

iii) Dependence on Government job

From the study it is seen that one problem of educated unemployed youth in Nagaland is too much dependence on government job. Therefore, when youth are more inclined towards white collar job, their interest in the field of other sector diminishes. This in turn shows no improvement in the employment generation sector. Because of lack of motivation towards the other sector, less action is been carried out for the development in other sector. Therefore, it can be understood that due high dependence on government job, the contribution towards employment generation for educated youth lacks behind.

iv) Low Status given to Non-Government Employment

There are many non-governmental agencies which are working in society. However due to the low status given to such organisation and less support from government and the people, there is slow and gradual development in this sector. If some amount of

push is given to them, the contribution from this sector will help in more generation of employment opportunities. More recognition and support should be given towards such non-government organisation, so that it helps in the growth of society.

v) Negative mindset towards self-employment

Apart for government job, peoples' mindset towards self-employment is not given due importance. This is also one factor which contributes to low development in these fields. Due importance is not given to self-employment sectors. Many youths are unaware of many schemes, which are meant for them. Not much help and support are rendered by the government to start self-employment projects.

vi) Mismatch between the supply and demand chains

Nagaland has been producing surplus of graduates and post graduates every year, with no guaranteed job opportunities. Despite rising population, the unemployment rate also remained high which shows that employment generation has not kept pace with the rising labour force. From the study it is indicated that the educated unemployment has increased. It showed a mismatch between the education and job availability. With rising unemployment, the imbalances have risen. Rising job search period has posed high risk of vulnerability especially for the youth. High production of educated youth with low demand has become a cause of concern in society.

vii) Lack of support and slow process in Government Functioning

There is a lack of support and slow movement of government functioning. Therefore, these aspects need to be improvised. Furthermore, Funding of loans for the unemployed youths needs to activate in a big way so that educated youths who are unemployed can start-up with their projects. Government need to introduce the payment of unemployment benefit to unemployed youths. Through the payment of unemployment benefit, consequences of youth unemployment will be reduced or averted. Cooperation and support between the state and the businessmen should be encouraged to create new job opportunities which can reduce the percentage of the unemployment that the society have.

viii) Lack of work culture and Entrepreneurial Spirit

It has been observed from the study that the working ethics and the spirit of entrepreneurship is lacking in Naga society. Everybody wants to work and earn, but nobody wants to do manual work. Loss of dignity of labour among youths, lack of entrepreneurial orientation, the longing for easy money and easy live are some factors that lead to unemployment in society. The Nagas' independent economy is fading quickly. Most educated young people in Nagaland prefer to work for the state government rather than entering competitive exams. As a result, the state's economy will completely collapse, and this dependency syndrome needs to be prevented. (Matters India, 2014).

ix) Lack of Career Guidance and Motivation

One factor leading to no employment generation for youth is lack of proper career guidance and motivation. Career guidance plays a major role in helping and guiding the youth in choosing the right field and skills. It needs to start from home, however in many cases one can see that parents often are the ones who encourage their children to go for white collar job/government jobs.

YouthNet

Apart from Government, various other sectors like the NGOs, community organizations play a great role in initiating the youth. YouthNet has changed the lives of thousands of people over the past ten years, and their office in Kohima is filled with inspiring stories like the one of the villager who opened his own bakery, the one of the school dropout who is the executive chef of an Italian restaurant in Dimapur, and the one of the art graduate who uses his two-wheeler to transport people up and down the steep roads of Kohima.

A non-profit organization called Youth Net is officially recognized under the Registration of Societies Act of 1860. Its goal is to support young people in developing the information, abilities, and attitudes necessary to help them become self-reliant, constructive, responsible, and productive members of society through active engagement. A group of young Naga professionals started it on February 1st, 2006. It is still one of the top youth organizations in North East India and continues to play an

active role in empowering young people to solve issues with education, unemployment, and entrepreneurship.

YouthNet in association with Nagaland State Co-operative Marketing & Consumers Federation Ltd. (MARCOFED) and department of Forest, Environment & Climate Change, and government of Nagaland launched Van Dhan Vikas Kendra (VDVK) in TuophemaBotsa Blocks under Kohima district. Under this scheme, tribal community owned MFP-centric multi-purpose Van Dhan Vikas Kendras was set up in TuophemaBotsa blocks where 15 SHGs/SAMUH comprising of 300 members were trained under the Mechanism for Marketing of Minor Forest Produce (MFP) through Minimum Support Price (MSP) & Development of Value Chain.

YouthNet is also conducting a sponsored training program under Pradhan Mantri Kaushal Vikas Yojna (PMKVY) which is a flagship of the ministry of skill development & entrepreneurship. The objective of this scheme is to give skill certification that enables a large number of Indian youths to take up industry-relevant skill training that will help them in securing a better livelihood. Under this the YouthNet Nagaland is providing training on Tourism and Hospitality sector, where candidates who are class 12 and above 18 years are eligible to undertake the course. Under National Skill Development Corporation (NSDC) YouthNet has launched pilot project on Home stays. The main idea behind is to empower young people with employment opportunities and contribute to the growth of tourism. The Training duration was for 52 days and was conducted at Tawang (Arunachal Pradesh) Mon, Mokokchung, Kohima & Kigwema (Nagaland). Since its inception, YouthNet has impacted over 50000 young people. The campaign IMPACT 5000, through a tour of 18 districts reached out to 23063 young people comprising of students, drop-outs, unemployed youth and entrepreneurs spanning across all 11 districts of Nagaland. Under retail and hospitality courses, since August 2016, out of 100 students trained, the placement percentage is 76%. We want to reach out to 100 more young people. Under tourism, since October 2017, we have impacted around 170 lives: 30 started their own home-stays, 5 took up a tourist guide job and 8 started their own small-scale businesses and around 12 have already started setting up their own home-stays. Under the professional beautician course, we have trained more than 200 women and 12 beauty centers across the state. Under the fellowship program, around 20 beauticians are currently undergoing training to hone their skills.

5.4 Suggestive measures

Looking with great concern at the aggravating problem of unemployment of the educated youth in Nagaland, this study not only examines the situation but also give some suggestive measures and recommendations: In this regard, following can be some of the measures the government may adopt immediately to address this challenge:

i) Revival of Industries

The main remedy lies in the revival of industries. To generate more jobs, there needs to be rapid growth in industrialisation. Number of labour intensive manufacturing sectors needs to be set up for the absorption of the unemployed youth. Factories like paper and sugar mill which are already closed down needs to be revived and worked on with proper implementation. If such industries are revived in the state along with new ones, then it will benefit the unemployed youth and society in general.

ii) Improving in education and Training

A stronger emphasis on self-employment and vocational skills needs to be placed in the education and training programs offered to young people. The education system must be closely monitored by the government, and novel strategies for producing a skilled labour force should be tried out. Good governance that matches international best practices should be encouraged. Students should be made to undergo theoretical and practical entrepreneurial education to acquire requisite skills before graduation. This will make them self-reliant.

iii) Focus on Entrepreneurship

Because entrepreneurs provide jobs for many people in a society, the government must promote entrepreneurship among young people. The development of entrepreneurial, interpersonal, and inter-personal skills needs to receive more attention. Colleges and other educational institutions should help graduates find employment in the commercial and private sectors. The government ought to support people in their attempts to engage

in free enterprise and other endeavors. Another industry that might benefit the economy is export.

In Nagaland, protecting local entrepreneurs from unfair competition from outsiders and ensuring equal economic opportunities are urgently needed. To develop a balanced system with a better environment for beginning businesses, collaboration between government and non-government entities should be encouraged. They should strive to guide and help budding Naga entrepreneurs in order to break down the roadblocks that obstruct their progress. Businesses should be able to collaborate and learn from one another through strategic planning. Entrepreneurial leaders that see opportunity in every difficulty that comes their way can lead a slew of aspiring entrepreneurs. Rather than resigning due to social, competition, infrastructural, or resource constraints, leaders need to fight back by recognising opportunities.

iv) Micro Credit Initiatives

One of a major constraint to significant growth in Nagaland has been a lack of finance connections. The tiny size of land holdings, which present significant obstacles to accessing financial resources and increasing production, exacerbates this further. A number of government agencies, including those in charge of rural development, social welfare, and agriculture, have started microcredit programmes targeted mainly at women and created self-help organizations (SHGs). Success stories have been documented and the effort has gotten excellent feedback. Such initiatives are need of the hour for bringing change and development in society.

Mr. Neichute Duolo, a first-generation entrepreneur, who was initially a lecturer at Baptist College in Kohima was unable to ignore the young unemployed people he knew. Therefore, to answer to his burning desire to help the youth he quit from his well-paid job and started Entrepreneurs Associates with the help of 16 of his buddies (EA). In 2000, the EA launched a micro-credit system with the cooperation of 650 community members who signed up as members with the goal of specifically assisting unemployed youngsters in starting their own companies. In Kohima, Phek, and Dimapur districts, the EA has assisted 48 first-generation entrepreneurs in setting up

their own businesses, including tea stalls, grocery stores, carpentry, and ready-made clothing shops. They in turn helped 120 unemployed persons find work.

v) Music, Art and Sports

Naga youth are blessed with talents and there should be proper way to channel the talent into the right way. Music is something that runs in the veins of the Nagas and also Nagas are second to none in football but due to lack of proper infrastructure, the boys and girls here are unable to perform to the best of their abilities in all these fields. Therefore, the government need to focus on such field in order to direct the youth towards a new avenue for growth and prospect. The state government had instituted the Music Task Force (MTF) in 2003 to promote music industry and to encourage the artistic and creative pursuit of the activities like fashion, dance, crafts, literature, fine art and more. It was rebranded TaFMA²⁸ (Task Force for Music and Art) in 2019. Such initiative should be encouraged and implemented for the upcoming generation. The traditional belief in government job needs to be stopped according to the need of present situation.

5.6 Conclusion

The question that struck here is why Nagas are so afraid to take up work that involves or requires hard work and dedication? Does it imply that Nagas are lazy, easy going, unmotivated and not like what others picture it to be? From the study it was evident that many educated youths preferred government job over private sector job. It is well understood that everyone wants a stable and comfortable life by which it means government job. However, it is high time that the people understand that everyone cannot fit into government sector. They need to look out for other sectors, be innovative, smart, and work hard in doing and finding new arenas. If one look at the present unemployment scenario one cannot totally blame the educated youth in choosing government job. From a very young age, parents have been inculcating and

²⁸ The newly formed Task Force for Music and Arts (TaFMA) has been in activity since 2019 with a sharp eye on how to promote musicians in Nagaland. It was born out of the long-standing and well-established Music Task Force (MTF) in Nagaland.

teaching them about the importance of having a government job. Like any other parent, almost all Naga parents wanted the best for their child and spend quite a large amount of money in providing them with quality education. Accordingly, as the children grow up the only option they have is to look out for competitive exam and try for government job. The result of which is that thousands graduating each year and yet there is few or no vacancies in the government sector. This has led to a serious problem of educated youth unemployment in the state.

Things would have turned out different if it had been the other way round. If right skill and vocational training was instilled right from a very young age, unemployment problem would have been much lesser in the present day. Giving proper guidance and counselling in choosing the right career path play a big role in shaping the life of an individual. Educated unemployed youth in Nagaland is a serious threat to society. Educated youth need to explore new avenues for employment instead of the age-old tradition of looking out for government job. It is never too late to venture out of one's comfort zone and work towards achieving success in life.

There is no doubt that Nagaland with the government of India's various appealing plans and incentives, a large number of young people are going into various entrepreneurial pursuits. There has been a major development in economic operations in the towns of Dimapur, Mokokchung, and Kohima, resulting in significant income and employment opportunities for Nagaland residents. The government of India's Look East Policy would open up economic links with Southeast Asia, which will benefit Nagaland's economy. For the new generation of entrepreneurs, building a fresh bridge with investors remains a significant problem.

The entire discussion of this chapter highlighted on various government initiatives, potential areas for employment opportunities in Nagaland which has addressed and fulfilled the third objective of my research which was to study the problems, challenges and employment opportunities of educated unemployed youth.

CHAPTER 6

SUMMARY AND CONCLUSION

One of the biggest problems many societies especially in the third world and developing countries are facing today is the problem of unemployment. In that the rise of educated youth unemployment has become one of the growing concerned in the state of Nagaland. Today's youth have much higher levels of education but less job opportunities. In other words, educated youth choose to remain unemployed till they find a desirable job that matches their qualification. If unemployment problem is overlooked, it can cause serious consequences, social exclusion and unrest in the state. Above all, it leads to a massive wastage of the finest human resource. Given the magnitude of the problem, high priority needs to ensure employment to this group of people for the growth and development of the state. The state of Nagaland presents a very disappointing picture of unemployment. Unemployment among the educated youth has been alarming and discouraging. Many post graduates and graduates are running from pillar to post in search of employment. The most energetic and prime time of one's life is wasted and unutilised. Most of all the educated unemployed youth feel deprived, frustrated, depressed, resentful and even angry under such conditions.

Unemployment has become a chronic problem in the state. It is not only the problem of unemployment in general but the problems of educated unemployed youth that needs the most attention in the state. An educated unemployed youth if left unattended can create potential social problems in society. Youth facing long term unemployment are often victims of various socio-psychological issues. Though unemployment affects all groups of people, educated unemployed youth have higher risk of long-term unemployment due to high choice and preference.

Despite being capable, educated and talented, with high aim and aspiration, the educated unemployed youth are struggling with the menace of unemployment. All hopes and dreams are shattered and lives become a burden and deprivation for most of the youth. Therefore, attempt was made to understand the condition and scenario of educated unemployed youth by raising several questions on how unemployed youth are coping with this unemployment problem. Is the quality of education not up to the mark?

Are Nagas only learning to get a government job? Are they not competent enough for another sector? Problems and challenges faced by the educated unemployed youth? What are the Employment opportunities?

Pertinent questions as stated above were addressed systematically in this study on the basis of field data and secondary data respectively. While the observations and findings are elucidated in the following pages. It is important to state that today, employment is considered as one of the most important economic and social determinants for every individual in all parts of the world. In that, youth employment occupies a very crucial point of discussion. Today, youths have spent good portions of their time studying hard in getting good grades and completing their studies in different institutions only to find themselves knocking on closed doors and waiting for opportunities in vain. The situation as such can drive them into false track in the society. Such scenario is not a surprising situation in Nagaland. In the following paragraphs and pages the findings of this study are presented.

The study was conducted in three urban areas of Nagaland, namely Dimapur, Kohima and Mokokchung. It must be mentioned that Dimapur being one of the fastest growing towns in the state both industrially and commercially and has good communication with the rest of the country. Kohima being the capital of Nagaland and one of the oldest towns in the state. Mokokchung being generally attributed by the people of the state as the land of pioneers and also considered as the cultural and intellectual capital of Nagaland. Hence, data from these three urban areas attempted to answers the queries of the study.

6.1 Overview of the study

The first chapter by way of introduction to the study have attempted to present the layout of the study. Any empirical study needs to have a strong conceptual and theoretical grounding of understanding the earlier works done on the same subject. Hence, concept of education, employment, unemployment and educated unemployment as presented by various advocates were vividly presented and also relevant literature pertaining to the employment as well as youth unemployment is presented in the review of literature. It must also be mentioned that the concept of deviant behaviour as according to various thinkers have also been clearly stated in order to guide this study. Theoretical framework particularly drawn from the work of Emile Durkheim on anomie

and R.K Merton have been used to guide and understand the whole process of study. While the first chapter is also about the research objectives, hypothesis and methodology of the study, it also draws the sample size, the research design, research tools used and data collection so as to give an overall picture of the study.

The scenario of the educated unemployed youth in Nagaland and the profile of the respondents are discussed in chapter two. Employment, education, student enrolment, passed percentage, and unemployed registered in the Live Registrar of Employment Exchanged are discussed in this chapter. It must be mentioned here that this study has found out that there is a very high number of educated unemployed youth in Nagaland as per the records. This phenomenon is largely due to the fact that, rapid expansion of education in the state particularly since its statehood in 1963 has led to high number of educated youths in the state. Indeed, there is a mushrooming of educational institutions which led to high production of graduates that raised the statistics in maintaining a good literacy rate of securing 79.55 per cent which is way much higher than the national average of 74.04 as per 2011 census report. It must be mentioned here that according to the Live Register of Employment Exchange as on 2019, the total numbers of educated job seekers were 76848. From the field survey it was found out that the majority of the respondents comprising 51.4 per cent have completed under graduate studies and 36.7 per cent have completed post graduate studies. While in the process of data analysis it was found out that most of the respondents do not have prior work experience and hence mostly fresh just out of colleges and universities and were looking for a job. This makes our understanding clear and concludes that all the respondents in this study were actively looking for job for a year and above. Our data also suggest that during the period of unemployment, the youth are dependent on the parents and family members for their basic needs. The educated youth spent time taking additional courses and usually stay home preparing for competitive exams and interviews for a job. While it is also generally true that these educated youth become frustrated and bored as the year goes by for not having a secured job and staying idle at home fully dependent on their parents makes them more depressed.

Conceptual and theoretical basis of the study being introduced along with the profile of the respondents, attempts were made to analyse and understand core problem of the educated unemployed youth in the state of Nagaland. Based on the field data this study points out the findings on the deviant behaviour among the educated youth due to

unemployment. It must be mentioned that unemployment among the youths is becoming a serious social problem which affects the individual life by way of frustration hence becomes unproductive and to society by way of creating nuisance many a time thereby deviant behaviour. It is also sufficient to mention that being remained employed for a very long time adds salt to the wound because it affects the mental wellbeing of the person concerned. Our contention that unemployment leads to multiple affects is substantiated by the fact that, educated youths, being under constant pressure from parent and relatives, in a sense society at large, to find a decent and stable job with much emphasis to government sector. It is found out that, under such pressure with no hopes in life and out of frustration the youths succumbed to socially unacceptable behaviour such as indulgence in alcohol, drug, prostitution etc. Sociologically and in line with Merton, cultural goal among the Nagas youths, today, is achieving a government job. However, with limited opportunity the institutionalised means of achieving has become too tough on the one hand and since there is no other alternative opportunity to get a job on the other while number of educated youths are mounting. Thus, the un-proportionate supply and demand ratios have resulted to frustration, depression, lack of self-esteem etc hence deviant behaviour. These constitute the core of this study.

While reiterating on the earlier discussion presented in the preceding chapters it is pertinent to point out that educated unemployed youths suffers the most due to unemployment is one of the findings of the study. This is because they are depressed and frustrated hence resulting to low self-esteem, anxiety, self-isolation and narrow mindedness. Given this scenario it is expected that a person of low self-esteem or even self-denial would not hesitate to astray from the expected social norms that society observes. Hence, 53.3 per cent of the respondents, which is an overwhelming majority in the analysis of this data, have agreed to the call that unemployment causes deviant behaviour. While again another 18.3 per cent have marked strongly agree on the call. Those respondents who thinks otherwise on this call constitutes 20.1 per cent and 8.3 per cent marking as disagree and strongly disagree respectively. It is obvious, not everyone has same style of socializations in the family and society. Hence, the social values generally shared by members of society may differ in certain situation. Needless, to mentioned, family upbringing differs widely in the society in spite of shared social values. This is to state that some families hold strong on the social values by keeping

decency such as no alcohol consumption, deals with people decently, respecting others' sentiments, hardworking culture, abstain from the act of corruption and dishonesty etc. Though it is a shared value the level of observance is relative from family to family or even for that matter person to person. In that some may hold stronger while others may hold relatively less. Indeed, these are mostly the values of Christianity also as Naga society is pre-dominantly a Christian society hence its adherence to such value are paramount. Therefore, when people are not strongly committed to such social values they fall in the prey and become victim of alcoholism, drug addiction, prostitution etc. It is sufficient to mentioned that unemployment is the root cause of deviant behaviour among the educated youths, it is equally important to note that consequences of unemployment are largely shared by the society. Therefore, there is a steady increased in the crime report of the state under various nature of crimes committed during the period 2013, 2014 and 2015 as shown in preceding chapter. Added to this, analysis of field data has also suggested that 55 per cent of the respondents have agreed that unemployment leads to crime. Though it must be noted that none of the respondents have admitted to their involvement in crime yet majority have agreed on the call as stated above while those who disagree are just negligible percentage.

There is always a close relationship between the variables of unemployment and mental health. Therefore, 59.8 per cent of the respondents have agreed that it adversely affects the mental health of the unemployed youths. Moreover, frustration and self-distrust are mounting letting to wasteful human resources. What is sociologically more concerning is that this phenomenon has let the affected youth towards withdrawing their relationship with peer groups and society at large. This nature of self-isolation is indeed not a healthy sign of society. Youths are supposed to be the most productive period in ones' life time however when individuals are frustrated nothing good things will come out of the mind.

Much has been discussed on unemployment and its resultant consequences in the life of the youth. Moreover, educated youth unemployment not only causes social nuisance but also a big worry in many societies. In that, WHO has signalled that suicide is an emerging serious issue. There are many factors contributing to the risk for suicide such as experience of loss, loneliness, financial related issues, love affairs, illness, abuse,

discrimination, etc. It must also be noted that according to National Crime Record Bureau (NCRB) the suicide cases registered due to unemployment in India have increased by 24 per cent from 2016 to 2019. According to the records 2851 people have committed suicide due to unemployment in 2019 in India. Data also shows that among the north east states Sikkim and Tripura have the highest suicide rates as per the same 2019 reports while Mizoram and Nagaland have the least. In conformity to the national crime reports bureau the respondents in the present study have also remarked that in the case of Nagaland despite being having a very high unemployment rate in the state youth do not resort to suicide. This is proved by the fact that 65.9 per cent of respondents do not agree on the call that unemployment causes suicide. This finding reconfirmed the findings of the NCRB. It must be mentioned here that Naga society still has that traditional cultural ethos of parenting style where parents and children maintain a very close ties in spite being living in a very fast changing world. The upbringing and nurturing of the child right from the time of birth is deeper and close knitted. The values of life have been passed on from generation to generation which have played a significant role in shaping and moulding the life of the younger generation. Values like simplicity, humbleness, courage, honesty, bravery have all been ingrained from a very young age by the parents. The interaction patterns between parent and children have always been constant and direct which has contributed to strong ties between the two. This could be the reason why youth feel more secure and loved that they do not feel the urge to take step which are considered inappropriate at least in terms of suicide. In the present scenario where lives have become uncertain and complex, Naga society has been very practical for the wellbeing of their children. Such close knit and responsibility towards children have created a positive impact is what this study have found out.

Yet another consequence of unemployment is also on the rise of the preference of late marriage among the educated unemployed youth. Most of the youth wants to settle their life only after getting a secured job. A steady job with good salary is basic necessity for starting a family. It also contributes to happy and satisfied life. Therefore, the study shows that most youth agreed that unemployment delays marriage. The longer the unemployment period, the longer it delays for marriage. Educated unemployed youth suffers at the hands of society, state, family and mostly themselves. Unemployment affects them mentally and emotionally causing them more stress and depressed. In the

midst of such situation, the desirable age for marriage hangs on a thin thread with no possible future. Therefore, the result of which is that the youth are torn between being unemployed and being unmarried. The victim of unemployment is not the person alone but it affects all the other components of society. Indeed, delay of marriage in life if exist in large population then this is an unhealthy indicator of society.

Another significant finding of this study is that, educated Naga youths are craze for government job. The mind set of 'only government job' is the root causes of many social issues as presented in the preceding discussion. The first preference is given to government job while very less respondents opted for business and other private sector job. Most of the respondents agreed that one feel more confident when they have a government job. Social recognition and high status are attributed to government employed person. Job security and various benefits that come along with the job seem to attract the youth in most cases. In that, a government job earns better salary, gets pension after retirement, and etc. Nobody wants the hard way of earning or manual kind of work. However, there are also respondents who are ready for any kind of job available, when no other option is left. Therefore, unemployment and underemployment become part of daily survival.

The study finds that youths are confident in the quality of education received by them and are hopeful that they are ready for jobs. However, on the other hand most of the respondents revealed that lack of right skills and training are concerning factors for unemployment in the state. As already stated, there is an imbalance supply and demand ratio hence unemployment is bound to occur unless youths venture out of the state to looking for employment opportunities.

The majority of respondent agreed that marriage is an important aspect of life. Indeed, any society to continue must have sufficient population if it aims to progress. It is interesting to note that 65.3 per cent of the respondents prefer their marriage only after securing a job, while 22.8 per cent have marked not decided. Only 6.1 per cent prefer their marriage even before getting a job. From the study it is evident that majority of the youths believed that it was right time for them to get married. An overwhelming majority of the respondents agreed to the call that unemployment delays marriage in that 70.3 percent viewed that due to unemployment marriage is delayed. While only 23.7 percent feels that unemployment does not delay marriage. Therefore, being

unemployed in a way prevents marriage. It should be noted that educated people who are unemployed have a lesser likelihood of their marriage at the right moment than educated people who are working.

The problem of unemployment among the educated youth is a serious problem, which needs timely attention and solution. Corruption, nepotism, bribery etc. are some of the stumbling blocks to the growth and development of Naga society is what this study have found out.

In chapter 4, an analysis was made on the problems and challenges of educated unemployed youth in Nagaland. There are many problems in society and unemployment is one of the most aggravating problems in Nagaland. This study not only examines the prevailing problems of unemployed youth but also its challenges. The problem of unemployed in Nagaland is largely a problem of the educated unemployed. The dependence on government job is another problem of the unemployed youth in Nagaland. With very limited job opportunities in the public sector the educated youth remain unemployed in many situations. The problem with Nagaland is that, the state has been producing large number of graduates and post graduates every year with no or very less vacancies. One can see mismatch between demand and supply in this matter. Education plays an important role in society; however, it alone cannot help in the development and growth. It cannot be isolated from its socio-economic context. Nagaland became state in 1963, but because of various reasons, substantial development did not take place. It is a small state with less or no industries, which makes it hard for the youth to get job. Lack of industries, lack of technical trainings, low salaries, corruption etc are some problems and challenges the educated youth are facing today.

In chapter 5, analysis of the measures of employment opportunities and governmental initiative in Nagaland is discussed. Indian government have implemented various employment generation programmes for the people and upliftment of society. It discusses the various employment measures that the Government of Nagaland has undertaken and how it has worked among the youth. Some of the factors which curtail the growth of employment opportunities for the youth are also highlighted and discussed. The scope of some non-Governmental organisations in providing opportunities for the youth in providing trainings has been a great help to meet the

needs of the youth. Government needs to focus on these organisations to fight the problems of unemployment in society. It offers various suggestive measures which the state can incorporate in order to provide employment opportunities to the youth. Strengthening and working on the existing programmes and developing new innovative measures for the youth are some key recommendations.

6.2 Major findings of the Study

Chapter two fulfils the first objective of the study which presents the profile and overview of the unemployment scenario of the educated unemployed in Nagaland. Out of the total 300 respondents those without jobs were 48.1 per cent Male, as compared to 51.9 per cent female. Their ages range from 18 to 35, with 87 percent of them falling between the ages of 19 to 29 and 11.9 percent between the ages of 30 to 35. The study found out that most of the respondents from the study had educational qualification of 'Under Graduate' with 51.4 percent, while 36.7 percent were 'Post Graduates'. 5.3 percent constitute 'Higher Secondary', and 4.3 percent constitute 'Diploma/Other Courses' and 2.3 percent constitute 'High School'. Majority of the educated unemployed youths as per data are graduates, and are actively seeking for job.

One important finding of this study is the scenario of unemployment among the educated youths and this scenario is due largely to the fact that an educated youth prefers government jobs over other avenues. This is substantiated by the empirical data that 43.7 percent of the respondents have responded in favour of the government jobs. It must also be stated that the problem of unemployment in Nagaland state is mainly associated with the educated youths then otherwise. In that, data points to the fact that 60.8 percent agreed and 35.1 per cent strongly agreed on this call. Mentioned must also be made here that over whelming majority of 85.8 percent expressed that they are being bothered in the absence of a regular job.

This study has also found out that 53.2 per cent of the respondents are available for work and is actively seeking for job for a year and above while 34 per cent are looking for job for 2 to 4 years and those actively seeking job for more than 5 years show 12.8 percent. Based on the data it was also found out that most of the job seekers belong to age group of 19-29 years who are fresh out of college and have started job hunting. Therefore, it can be concluded that most of the educated youths have been experiencing a long spell of unemployment. Looking at the condition of the state and less

opportunities available, the number of waiting period is bound to increase in the coming years. When wait becomes longer, frustration is sure to mount up which is contributing to several other problems of deviant behaviour.

The study further leads to new findings that majority of the respondents constituting 42.6 percent started taking up additional higher education/training while they are in the process of finding a job, while 26.6 per cent engaged themselves in preparing for competitive exams. Youths are confronted with again a bigger challenge in life for their maintenance in the absence of a secured job. In that data suggest that 69.9 percent of the respondents were found to be dependent on their parents. Here, one may note that inability to get job compelled them to take up further new courses of studies only to find themselves placed in harder situation to get a desired job. This is how the number of enrolments in institution increases which leads to over production of educated youths. In many cases the sole aim of education which talks about the overall development of body, mind and soul of an individual seems to be missing. It has become more or less of obtaining degrees and certificates and not based on quality or improvement of one's ability. Modernization coupled with impact of western culture has also led the educated youth become more materialistic.

It must be mentioned here that Nagaland is experiencing a phenomenal change; a rapid expansion of educational institution. In that, Nagaland Statistical Handbook 2018, suggest the growth of educational institutions and student enrolment in various educational institutions. The data shows that total number of institutions both private and government has rose to 64 in the year 2017-2018. Likewise, the number of student enrolment in different levels of education keeps on increasing. The number of college students enrolled in the year 2017-2018 was 30523.

The statistics of students' enrolment in colleges (stream wise) during the academic year 2018-19 shows that a total number of students appeared in arts stream (B. A) were 2338 (Government College) and 1073 science (B.sc) (Government college) while there were 3355 in arts (appearing for B.A degree from Private College) and 258 science streams (appearing for B.sc degree from Private College). While there was very negligible enrolment in professional education like agriculture college, Law College, Management studies, Information technology etc. this data has further substantiated our earlier argument that there is a need of skill development education in the state.

The numbers of job aspirants in Nagaland are increasing disproportionately when compared to the job openings or availability. As a result, many educated youths remained unemployed and the list increases to very high numbers. It was found out that as per records available; in 2018 and 2019 educated youth job seekers who were registered in Live Register was 70600 and 76848 respectively in a small state like Nagaland. It must also be stated that district wise ratio of employment seekers has shown Dimapur district has the highest job seekers with 22738 and 25919 during 2018 and 2019 respectively which was followed by Kohima district having 15046 and 16041 during 2018 and 2019 respectively while Tuensang and Kiphire districts combined have recorded 10542 and 11096 during 2018 and 2019 respectively.

The study further found out that, if measures are not adopted, the future of youth can still be gloomy in view of the unemployment situation. As there is no equitable supply and demand ratio between the number of students produced from the institutions on the one hand and the job openings on the other hand. As majority of the youths (job seekers) remained unemployed for more than one year or even two to three years while during such period of time one remained solely depending on their parents for self-maintenance. As a result of this, there is a mounting pressure from within and without for not having a job. Indeed, this only to add worries and frustration in life. Hence, youths' life enters a zone of boredom, dullness, self-contempt and self-distrust is what the study has found out.

Problem and Challenges

The third objective of the study is to understand the problem challenges and employment opportunities of educated unemployed youth in Nagaland.

The findings show that more than half of the youth prefer to work in a government sector. The study found out that 63.3 per cent of respondents have showed strong preference for government job. Indeed, one reason of this affirmation is because Government job comes along with various benefits which attract the educated youth to desire for such public sector jobs. The government positions promised stability and security of tenure with established levels of pay hence most unemployed prefer that then to private and self-employed jobs. Such preference toward desk jobs can also be because of dislike for laborious manual labour. Jobs that don't guarantee such benefits and demands individual initiative and involved risks are least preferred by the educated

unemployed youth. Therefore, government sector job is relatively their top choice. Such waiting and longing for public sector job is also one reason that contributes to high numbers of unemployment among the educated youths.

One significant finding of the study is that altering people's social mindsets together with the country's economic development is one of the crucial complex challenges that need to deal with. The simplest illustration of this is the attitude of young people toward manual jobs. Therefore, altering a person's attitude toward their job requires altering their entire societal outlook, including the way they think and see the outside world.

A large number of the educated youths have less hope in getting the job of their choices. More than half of the respondents in this study were willing to take up any job, whether big or small, if offered to them. This is the manifestation of their loss of hope in getting a suitable job at the right time or loosening of hope of getting a gainful employment. It is also found that those who are very sure and hopeful to get government job was only 9.6 percent while majority of the respondents are very much unlikely that they will get a government job.

Even though one can work in a private sector and sustain, the first preference is given to government job. Hence many educated youths spend their time preparing for competitive exams and wait for job openings in the government sector. Generally, most parents too want their wards to work in the government sector. It is in this context that many youths take additional courses and coaching while parents were even ready to spend on their children without any hesitation. From the observation of the finding what employment means to most of the educated youth is a secure job which usually is referred to 'government job', good pay, respect, reputation etc. However, their aspiration and potential of getting a job is bulldozed and destroyed because of the awful scenario of the state of affairs of the successive government on the one hand and also because people have shown most preference to be located in its own home state.

While much is said on the problems caused by unemployment to the educated youths of the state, equally there are uncountable challenges the youth in particular and the state in general faces. Our major findings in the area of challenges are the absence of industry in the state so as to provide employment opportunities to the youth. At the same time the state also lacks educational institutions of national importance such as

IIMs, IIT, engineering colleges, medical colleges, research institute and many more. Entrepreneurship is a vast area for self-employment and also provides employment opportunities to the people. One cannot rule out the total absence of entrepreneurial skills among the educated Naga youth as many have exhibited the successful start-up in this sector. Needless to mention, in the absence of political will not much can be expected. There are deplorable conditions of infrastructures, road, medical facility, electricity, water supply and many basic necessities at stake. Given these scenarios there would again be second thoughts for any outsiders to invest in the state. It is unfortunate that Nagaland still remain a revenue deficit state on the one hand and the state is further gripped by the Naga political issues and factions which in a way has largely affected the growth and development of the state. All these and many more remained major challenges to the youths of Nagaland state.

Employment Opportunities in the Present Context

In order to create productive citizens, it is necessary to foster and redirect the energies of the educated youth. They need to be encouraged to look beyond the scarce and competitive government jobs and realise that they have other options, including self-employment, to help them reach their objectives. Programs for self-employment must to be expandable and practical. A thorough system of selection, appropriate training, and identification of trades and skills relevant to the local economy, financial assistance, and marketing arrangements should be put in place, and it shouldn't be hampered by the bureaucratic system of execution or by politics.

Many of the respondents themselves believed that there was a serious lack of job or skill orientation in the general education curriculum, particularly in non-technical arts and sciences courses.

Economic growth and human development are interdependent. Nagaland can anticipate to profit from an emphasis on economic growth by raising income levels, creating jobs, and reducing economic gaps between the State's various regions and its population. The new fields of information technology (IT) and biotechnology require not just investments but also governmental interventions to stimulate such investments. These resources and potentials—mineral, forest, agricultural, land, industry—as well as the opportunities in commerce must be harnessed. Although the government's role in making the investments cannot be underestimated, the limited financial resources

available to the government make it necessary to promote private investment from both within and outside the State. When beginning the route of economic development, caution should be used to make sure that the resources are used effectively, sustainably, and in a planned manner to promote equitable economic growth within a realistic time frame.

6.3 Some sociological observation

No wonder unemployment is spreading like an epidemic affecting both the lives of educated and uneducated population. With great concern of the educated unemployed youth in Nagaland this study aims to understand the prevailing situation. Educated unemployed youth cannot be isolated but need better focus if one needs to see growth in society. With the growth of population and an ever-increasing enrolment in education sectors and various other factors, the issue of unemployment has taken a big toll on everyone. It is sufficient to mention that the phenomenon of unemployment among the educated youth is now at its prim in the state. Indeed, it has become like an epidemic spread across rural and urban population in the state.

Naga youths with adequate education qualification are often expected and pressured by their families and the community in which they live to get good jobs. However, on the other side all the stake holders in the society along with state government needs to pay close attention to this urgent call. As in a democracy the government is for the people by the people and of the people. In that, the efficiency and sincerity of the government reflects the image of the people. The nature of electioneering in the state, though there is no concrete data to substantiate this argument, is one of the worst and corrupted practices as often people alleged the use of money for vote. In a layman's image, if such money were used for development of the state and invested for generation of job avenues, the entire population of the state would not even be sufficient to meet the demand. But because the politician on the one hand wants to remain in the elite position hence leave no stone unturned to buy the vote while on the other hand, with no opportunities available people have been bushed to the edge to indulge in accepting such bribe. If not for all, at least sizable population takes bribe is what often alleged. Unless this vicious circle is put to a break the problem of unemployment will continue is what this study has observed. It is further observed that the consequences of unemployment problem will lead to many off shoots like crime scene surfacing and in

an increased rate, extortion, issues on mental health, and many unexpected social problems which will continue to give adverse effect to the society.

Naga society is undergoing a period of transition; the people are standing in a crossroad situation. The old social values which hold close to them are not significant anymore. It is often attributed to Nagas by others as simple and hardworking people. Social standing of a person was through feat of merit yet all these have become a story of the past. The onset of modernity has let people to adjust with the time. While trying to do so, people have started to indulge in corruption. Today, dream of every Naga is to have a palatial building, own a luxurious car, live a comfortable life, etc. indeed it is the desire and aspiration of everyone in every society. However, when socially accepted means to achieve such goals are unavailable then people would follow otherwise means as what R.K. Merton in his anomic theory has proposed. This is what the Naga society is undergoing hence society is torn apart between the rich and the poor.

The scenario of the youth today is that nobody wants to be a construction worker in spite of having a huge scope. Workers from outside the state earn for their living working in Nagaland. This is simply because society's outlook towards such job is given low status and less recognition. Therefore, most of the employments in these sectors are usually performed by the non-Nagas. Unless there is a change in the attitude towards work the problem of unemployment will persist and growth and development in society will remain a far reach.

Employment generation measures and schemes initiated by Government of India and Government of Nagaland include various programmes like vocational education, self-employment, employment generation schemes etc. The quality and work of such programmes need to be highly improved and supervised, so that no malfunctions are practised. Indeed, there is a great need to develop a start-up ecosystem in which government must take initiatives.

The problem of unemployment is not an exclusive case of Nagaland alone even the developed countries too face such problems. What Nagaland remained different compared to others is simply because in Nagaland everyone wants white collar job while no government can provide jobs to every citizen in government sector, however, if attitude towards work is change then there is a large scope of accommodating everyone. As society grows in size there is social heterogeneity taking place.

Durkheim's concept of division of labour in society is the only peaceful means to settle the problem of unemployment and many other social issues. Therefore, the problem of unemployment is not an issue of not having enough work but an issue of attitude towards work. The phenomena of unemployment problem must be solved by seeking solution from another social phenomenon as what Emile Durkheim asserted is relevant in this study.

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APPENDICES

SURVEY

Dear Respondent,

I am a Ph.D Research Scholar from the department of Sociology, Nagaland University, working on a research topic “*A Sociological Study of Educated Unemployed Youth and Deviant Behaviour in Nagaland*”. Educated youths are facing some serious issues of unemployment. Simply put, unemployed are those economically active populations who are without work but available and seeking work; including people who have lost their jobs and those who have voluntarily left work. This problem is becoming more and more acute among the educated unemployed youths, thereby giving rise to many social problems and deviant behaviour in our society.

As part of my research into this current issue, I would like to collect your valuable thoughts and answers, as it will enable me to attain the purpose of my study. Thank you for your cooperation.

PERSONAL DETAILS:

Name: _____

Gender: ☐ Male ☐ Female

Age ☐ Under 18 ☐ 19 - 29 ☐ 30 - 35

Educational Qualification: _____

Location: _____

Please answer the following questions. Put [√] mark on the box of your answer.

1. Were you employed in any government sector before?
☐ Yes ☐ No
2. How long have you been available for work and actively seeking for a job?
☐ 1 year and above
☐ 2 – 4 years
☐ 5 years and above
3. If you are unemployed? What sort of job are you looking for?
☐ Own Business ☐ Government Job ☐ Any Job ☐ Others
4. Which of the reason mainly contribute to you being unemployed?
☐ Lack of right skills
☐ Lack of Experience

- ☐ No vacancies available
☐ Looking for a specific job
☐ Wages are too low
☐ Others
5. Are you bothered without a job?
☐ Yes ☐ No
6. What have you been doing while looking for job?
☐ Staying at home and looking for job
☐ Helping in family business
☐ Taking additional education/training courses
☐ Planning to start own business
☐ Spending time with friends
☐ Others
7. Do you think that educated youth do not want to work on a very low wage so they remain unemployed?
☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree
8. How have you been supporting yourself without any job?
☐ Support from parents
☐ Support from other family members
☐ Church/ charitable support
☐ Others:
9. Does Unemployment affect your status at Home?
☐ Yes ☐ No
10. Does being unemployed affect the status of your family in the society?
☐ Yes ☐ No
11. Ideally, which of the following type of work you prefer?
☐ Start own business
☐ Work for the government/public sector
☐ Work for private company
☐ Work for family business
☐ Work for non- profit organization
12. Given an opportunity of getting a government job would you consider relocating to a remote place of posting?
☐ Yes ☐ No
13. Would you consider moving outside the state of Nagaland to work in a private firm?
☐ Yes ☐ No
14. You feel confident if you have a government job?
☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree

15. Is it true that government employed person have higher social recognition than those being in a private sector or those unemployed?
☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree
16. Do you agree that unemployment problems leads youth to deviant behaviour?
☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree
17. Do you agree that high unemployment levels lead to high crime rates?
☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree
18. Do you think that unemployment leads to frustration and resort to socially unacceptable behaviour?
☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree
19. Do you agree that crime, alcohol consumption and prostitution among youth are due to unemployment?
☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree
20. Is the government providing enough employment opportunities?
☐ Yes ☐ No
21. You feel that system of reference is so much indulged in our society to get a government job?
☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree
22. What chances do you think you have in finding a government job?
☐ Very likely
☐ Somewhat likely
☐ Somewhat unlikely
☐ Very unlikely
☐ Don't know
23. One of the main reasons of unemployment is that the government is not so keen on providing job to the fresh graduates?
☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree
24. Lack of industries in Nagaland is causing unemployment?
☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree
25. Do you think that our educational system is responsible for high unemployment among the educated youth?
☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree
26. Do you feel that education you received in the past is useful in getting a job?
☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree

27. In your opinion, a person needs at least what level of education/training to get a decent job these days?

- ☐ Elementary education
- ☐ Vocational training
- ☐ Secondary education
- ☐ University
- ☐ Post – graduates studies
- ☐ Others:

28. Other than educational qualification what kind of training/courses do you think would be most helpful in finding a job?

- ☐ Vocational training
- ☐ Entrepreneurship training to start own business
- ☐ Computer and IT training
- ☐ Professional training
- ☐ Others:

29. Do you feel that unemployment effect educated youth in general?

- ☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree

30. Do you think that unemployment effects family relations negatively?

- ☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree

31. Unemployment leads to poor mental health?

- ☐ Agree ☐ Disagree ☐ Strongly Agree ☐ Strongly Disagree

32. Please rate the answers from 1 to 4 according to the severity of the question.

Unemployment leads to?

- ☐ Corruption
- ☐ Dishonesty
- ☐ Crimes
- ☐ Alcohol consumption, drug addiction, prostitution etc.

33. Do you think unemployment leads to suicide?

- ☐ Yes ☐ No

34. Do you think that unemployment delay your marriage?

- ☐ Yes ☐ No

35. You prefer?

- ☐ Marriage after getting a job
- ☐ Marriage before getting a job
- ☐ Have not decided yet
- ☐ Others: _____

36. Do you feel frustrated without a job? If yes, please specify in one or two lines the level of your frustration?

37. Do you think that youth engagement in alcohol, drug addiction, prostitution and other social evils is due to unemployment? Please explain:

38. What is your greatest area of concern because of unemployment?
