DETERMINANTS OF UNEMPLOYMENT AMONG FEMALE GRADUATES IN RANCHI TOWN

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The present paper wants to explore the determinants of unemployment among female graduates in Ranchi town with the help of primary data, collected through a pre-framed questionnaire by interviewing the respondents face to face. A sample of 270 female graduates was selected by systematic sampling method for the study. To analyse the data descriptive statistics like percentage, average and regression equation were used. The study found that 77 percent of the surveyed female graduates were unemployed and the majority (46.63) were between age group 26-30 years and average age of respondents was 28 years while 34.62 percent of unemployed were Arts graduates. Age, discipline of education, marital status and occupation of the household head were found to be significant determinants of unemployment status of female graduates in Ranchi town.

Keywords: Determinants, Pre-framed Questionnaire, Descriptive Statistics

INTRODUCTION

Unemployment is a major social issue which is threatening both social stability and the country's long term economic growth prospects. At present, unemployment rate is highest among urban females (10.8 percent) followed by urban male unemployment (7.1 percent).According to Centre for Monitoring Indian Economy (CMIE) Report, the unemployment rate among those who completed graduation or above touched 13.2 percent during 2018, as compared to 12.1 percent in the previous year. The unemployment rate among graduates has been rising steadily since mid 2017; the rationale behind this lies in increasing number of graduates passing out each year, without the required skill and experience for available jobs as well as non availability of jobs. This is even worse in case of female graduates. Female graduates faced an unemployment rate of 35 percent as compared to 10 percent among graduate men (CMIE). This is a matter of grave concern because so long as the problem of female unemployment is not addressed, equal participation of female in economic activity and hence gender equality cannot be achieved.

The unemployment among female graduates has been considered as one of the most challenging economic problem before the policy makers of the country. The intensity of the problem is more in urban areas as compared to rural areas of Ranchi. In light of this problem this study has been conducted with an objective of assessing the determinants of unemployment status of female graduates in Ranchi town.

REVIEW OF EARLIER STUDIES

Several researchers around the world have conducted studies on determinants of unemployment among female graduates.

The study by Bairagya (2015), Khadim and Akram (2013), Sebastian and Navaneetham (2008), Faridi, et al (2009), Prakash (2002) and Mncayi (2016), identified age as an important determinant of unemployment among female. The findings of their study revealed higher unemployment rate among the young female graduates. Mncayi (2016) and Samaranayake (2011), Naik (2002) pointed out that discipline of education have had considerable effect on the unemployment status of female graduates. Result of their study showed that arts graduates constituted the maximum unemployed females. Their study highlighted that Arts graduates have less chance of finding employment after graduation. Naqvi and Shahnaz (2002), Khadi and Akram (2013 investigated different demographic and socio-economic determinants of unemployment and found family size as a crucial determinant. Empirical result of their study pointed out that unemployment rate rise with decrease in family size, indicating negative correlation between female unemployment status and family size. Naqvi and Shahnaz (2002), Ahmad and Hafeez (2007), Faridi et.al (2009) made an attempt to study the determinants of unemployment. According to them female living in nuclear families were more likely to be unemployed. In the study of Faridi and Rashid (2014), Sebastian and Navaneetham (2008), Devi (2002), income is regarded as a one of the important determinants of unemployment status. The result indicated that income of the household head and female unemployment were inversely related. Khadim and Akram (2013), Faridi et.al (2009), considered marital status as an important determinant affecting unemployment status of female. The study concluded that unmarried females were found to be unemployed compared to married female. The study by Faridi and Rashid (2014), Naqvi and Shahnaz (2002), Devi (2002) found that occupation of household head was a crucial determinant in determining unemployment status of female. The results showed that majority of females of the household were unemployed, where household head was in regular employment.

The literature discussed above reveals various determinants of unemployment status among female graduates. The present study identifies 7 determinants of graduate unemployment among females for the proposed work. The aim of the present study is to explore the determinants of unemployment status of female graduates in Ranchi town.

METHODOLOGY AND DATA SOURCE

As the study is concerned with Ranchi town, the wards were the primary sampling units, from which selection of households was done. A sample of 270 female graduates was selected by systematic sampling method and after that unemployed female graduates, the unit of the study from each household were selected. The sample selection was on the basis of probability proportional to size of number of female graduates, registered in the Employment Exchange of Ranchi during the period 2010 to 2016.The study was based on primary data and the data were collected through a pre-designed questionnaire by interviewing the sample respondents face to face. Out of 270 sampled respondents, only 62 were found to be employed while 208 were

unemployed. The collected data has been analysed with the help of statistical tools like average, percentage and regression analysis. In the present study, "graduate female unemployed" constituted of those respondents who did not engage in paid work for the last 365 days but was available for work during above reference period.

DETERMINANTS OF UNEMPLOYMENT STATUS

Unemployment is a situation where an individual is not at all gainfully occupied in job and available for work. According to latest ILO report, at all India level 58.3 percent graduates are unemployed and this rising unemployment is of great concern for the country. In the light of this, the present paper wants to explore the determinants (or factors) influencing the status of unemployment in the study area. These determinants are listed below:

1. Age

Age is considered as one of the crucial factor in determining the unemployment status among female graduates. It was observed that the proportion of unemployed female differed with their age groups in Ranchi town. Higher proportion was observed in the age group between 26-30 years (46.63%) and the lowest proportion was found in the age group between 41-45 years (1.92%). Moreover, higher unemployment rate was found in the younger age group. The result of the study were similar as the study carrired out by Bairagya (2015), Khadim and Akram (2013), Sebastian and Navaneetham (2008), Faridi, et al (2009), Prakash (2002), Mncayi (2016).

2. Discipline of Education

In this study, disciplines of education, the second determinant of unemployment status was categorised into four Arts, Commerce, Science and B.Ed (Education).The literature review reveals that the unemployment status varies by discipline of education. In the study area higher unemployment rate was found among Arts graduates (34.62%) followed by B.Ed (25.485), Commerce (24.52 percent) and Science (15.38 percent). The result of of Mncayi (2016) and Samaranayake (2011) indicated that arts gradate were more likely to be unemployed.

3. Family Size

The family size is found to be an important factor in determining unemployment among female graduates. In the study area a higher percentage of unemployment was observed in small family with less than 5 members (52.40%) as opposed to the lowest percentage of unemployment was observed for household in which family size was more than 10 members (7.69%). This is consistent with the findings by Naqvi and Shahnaz (2002), Khadi and Akram (2013).

4. Family Type

The fourth determinant of unemployment status, among female graduates proportions of unemployed females differ by type of families. In the study area, higher number of unemployed female graduates (77.40%) belongs to nuclear families and relatively small number of unemployed female graduates (26.60%) belongs to joint families.This result is similar with the results by other researchers Naqvi and Shahnaz (2002), Faridi et.al (2009).

5. Income of the Household Head

Income of the household head is considered as an important determinant of unemployment status in the studies of Faridi and Rashid (2014), Sebastian and Navaneetham (2008), Devi (2002). The findings in the study area was that proportion of unemployed increases as income of the household head increases from the income level (Rs. 20001- 40000 per month) and after that declines. It was found that majority of unemployed females (48.56 percent) were found in the income group between Rs 20001-40000, followed by 26.44 percent sample respondents with an income upto Rs 2000. In the income of above Rs 40000 group per month, 25 percent of female graduates were found to be unemployed..

6. Marital Status

Marital status of women has a significant contributory factor on unemployment status of a woman. In the present study a high proportion of unemployed females belong to the category of unmarried (64.2%) followed by married (35.58%). Thus it can be concluded that higher rate of unemployment was found in unmarried respondents. Similar result has found in the studies of Khadim and Akram (2013), Faridi et.al (2009).

7. Occupation of the Household Head

The study by Faridi and Rashid (2014), Naqvi and Shahnaz (2002), Devi (2002) found occupation of the household as an important determinants of unemployment status. The survey results suggest that a high proportion (28.85%) of unemployed belongs to the household where the occupation of the head of the household is in regular employment. On the other hand a low proportion (4.33%) of the unemployed belongs to household where head is in casual employment.

A summary of the above shows that the determinants of unemployment status among female graduates in the study area were age, discipline of education, family size, family type, income and occupation of the household head.

Table 1: Descriptive Analysis of the Determinants of Unemployment Status in the Study Area

Sl.no.	Determinants	Value in average/percent
1	Age in years (Average)	28.9
2	Discipline of education (Arts graduates in percent)	34.62
3	Family size in Nos. of family members (Average)	5.98
4	Average Family type (Nuclear in percent)	77.4
5	Monthly income of the household head in Rs (Average)	33525.81
6	Marital status (Unmarried in percent)	64.42
7	Occupation of the household head (regular employment in percent)	28.85

Source: Computed from Primary Data

It has been observed from the Descriptive data that:

- The average age of the respondents was 28.9 years.
- The highest rate of unemployed (34.62%) was found among the Arts graduate.
- The average family size of unemployed respondents was 5.98.
- A larger proportion of unemployed graduates (77.40%) were found in nuclear families as compared to joint families (26.60%).
- The average monthly income of the household head was Rs.33525.81.
- With regard to marital status, unemployment rate was higher among unmarried respondents (64.42%).
- A high proportion of unemployed (28.85%) was found in household with regular employment of the household head.

Moreover, an attempt is also made to identify the most significant determinants that determine unemployment status of female graduates in Ranchi town. To know which determinants are most significant, a regression equation is fitted and test of significance is carried out by t-test at 5% level of significance. The regression result is given below:

$$Y = 153.602 - 1.707X_1 - 30.567X_2 - 0.314X_3 - 0.847X_4 - 0.0021X_5 - 21.112X_6 + 93.543X_7$$

t-value   (-2.176)   (-5.576)   (-0.251)   (-0.108)   (-0.128)   (-2.640)   (15.936)

$$F = 59.199 \qquad R^2 = 0.674$$

The regression result (t-score) shows that out of the 7 determinants only 4 were significantly significant. They are age (X_1), discipline of education (X_2), marital status (X_6) and occupation of the household head (X_7).

The value of R square is 0.674 means that about 67 percent of the variation in unemployment status is explained by determinants.

To sum up, the result of multiple regression analysis revealed that age (X_1), discipline of education (X_2), marital status (X_6) and occupation of the household head (X_7) were found to be significant determinants of unemployment status of female graduates in Ranchi town.

CONCLUSION

In this study, the determinants of unemployment status among female graduates in Ranchi town were investigated using primary data collected through a pre-framed questionnaire. Descriptive analysis confirms that out of 270 sample respondents, 208 (77 percent) were found to be unemployed. Among them Arts graduates have the highest rate of unemployment (34.62 percent). It was also found that unemployment was largely confined to female youth in the age group 26-30 years (46.63 percent).

A regression analysis was carried out for assessing the significance of determinants of unemployment status of female graduates. It was found that out of 7 determinants, 4 were statistically significant. Age, discipline of education, marital status and occupation of the household head were found to be statistically significant determinant of female graduate unemployment in Ranchi town.

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