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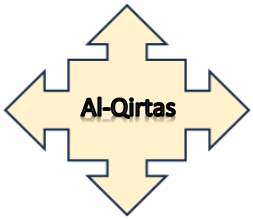
Causes and Implications of Unemployment among Youth in District Faisalabad



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Abstract

This research paper delves into the complex issue of youth unemployment in District Faisalabad, Pakistan. It highlights the urgent concern of unemployment among young people, which has significant implications for individuals and society at large. By identifying the underlying causes and examining the consequences of youth unemployment, the study aims to enhance understanding of the issue and offer insights for potential interventions. Employing quantitative methods such as surveys, interviews, and data analysis, the research provides a comprehensive analysis of the problem. Unemployment is a critical issue not only in Pakistan but also in many other countries, both developing and developed. District Faisalabad, known for its robust industrial and agricultural background, also grapples with a sizable young population. The research utilizes primary data to examine the factors contributing to youth unemployment in Faisalabad. Primary data collection is essential for its authenticity and reliability. Various techniques are employed to gather data, focusing on variables such as education, gender, age, income, experience, and marital status. The study reveals positive outcomes, indicating the determinants of youth unemployment in the region. The city area of District Faisalabad is chosen as the research location due to its significance as a major industrial center in Pakistan. Improving educational standards is highlighted as a crucial step to empower students and enhance their skills. Additionally, there is an emphasis on changing the mindset of youth through media discussions, addressing unrealistic expectations regarding public sector employment opportunities. It is stressed that not everyone can secure public sector jobs, and individuals should be prepared to explore opportunities in the private sector.

Keywords: youth unemployment, interventions, socio-economic factors, education, skills development, overpopulation, income.

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Introduction

In the district of Faisalabad, often referred to as the "Manchester of Pakistan" due to its rapid industrialization and economic expansion, the issue of youth unemployment persists despite significant advancements. Youth unemployment pertains to individuals who possess the capacity and willingness to work but are unable to secure employment opportunities. According to the (ILO, 2017). unemployed individuals are defined as those who, during the reference week, were without employment, did not engage in any work for at least one hour, are available to commence work within the next two weeks at the prevailing wage rates, and have actively sought employment over the past four weeks or one month. This definition underscores the active participation of individuals within the labor force. In his research on the challenges of youth unemployment, classifies individuals as unemployed if they have worked fewer than 12 hours during the reference week.

The concept of unemployment theory posits that a certain proportion of the labor force is expected to be unemployed due to various factors; however, when this proportion escalates, it engenders a multitude of issues. Policymakers in both developing and developed nations are grappling with the pressing concern of unemployment. This paper endeavors to explore the underlying causes and ramifications of this phenomenon (O' Higgins, 2018).Unemployment is sorted into different kinds, with many firmly interconnected and frequently unclear. The three central sorts are frictional Unemployment, repetitive Unemployment, and underlying Unemployment. Ordered Unemployment into six kinds, albeit just four are talked about here (Chidiebere et al., 2015). Mechanical Unemployment results from changes underway advancements. The fast development of innovation throughout the course of recent hundreds of years has prompted the replacement of work by hardware on a worldwide scale, leading to far and wide Unemployment (Oladele et al., 2015).

The Unified Countries Instructive Logical and Social Association describes youth as a "phase of change from adolescence's reliance to adulthood's freedom and familiarity with a singular's relationship as individuals from a local area". The meaning of youth according to Unemployment fluctuates across districts in light of various social viewpoints. A typical way to deal with characterizing youth includes determining lower and upper age limits. (UNESCO, 2015). Youth Unemployment has turned into a worldwide concern, attracting expanded

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consideration from policymakers ongoing many years. Numerous nations have attempted to address and moderate youth Unemployment issues. Perceiving the gravity of the issue at a worldwide level, the Thousand Years Improvement Objective set a target to figure out and carry out techniques guaranteeing useful and good work for the young. Global measurements gauge that somewhere in the range of 2022 and 2023, roughly 10.01 percent youngsters matured 12-24 were jobless around the world (Condratov, 2019).

Bruno and Cazes traced out the determinants of youth unemployment rate, the existence of a causal link between youth unemployment and adult unemployment is an optional consideration. The general framework for understanding youth used in the study is that of the International Labor Organization. In this examination, the young unemployment rate fills in as the reliant variable, while the quantity of financed positions, work line length, work installment cost, and the protected youth unemployment rate go about as free factors. Analytical inference is provided by the study's use of a linear regression model, with results presented separately for men and women with lower qualifications. All factors are communicated imaginatively, aside from the quantity of supported positions, which is introduced in logarithmic structure. The young unemployment rate displays a positive connection with all factors, with the exception of the work installment cost variable, which isn't huge. These connections are viewed as huge just for less talented ladies and men. The review recommends explicit rules for specific parts of broad and population situated public strategies, drawing on recommendations from (Bruno & Cazes, 2019).

Kooros afforded an analysis of unemployment fully intent on proving well established hypotheses on unemployment observationally; the scientists directed an experiential review. They used direct, quadratic, and cubic relapse capabilities, at last deciding the cubic capability to be the most dependable. That's what their discoveries showed, aside from unionization, different prescient factors assumed a part, including innovation, Gross Public Item, globalization, government work, least wages, and various different elements (Kooros, 2016).

Subhan and Hayat recognized the effect of cost unpredictability on unemployment and monetary development in Pakistan. The review used yearly information traversing from 1980 to 2008, enveloping factors like import amount, expansion, development in Gross domestic product, exchange balance, trade amount, the commitment of enormous scope assembling to Gross domestic product, unfamiliar direct venture, the help area's commitment to Gross domestic product, agrarian

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development rate, gross fixed capital design in both private and public areas, and absolute utilization. The discoveries proposed a negative relationship between monetary development and cost unsteadiness, while showing a positive connection with unemployment (Subhan & Hayat, 2017).

Schoeman directed an evaluation of the elements impacting unemployment consolidating macroeconomic factors, for example, raw petroleum costs, capital stock, broker's gathering rate, genuine conversion standard, and unionization as a level of formal work. The discoveries uncover a converse connection amongst unemployment and speculation, and a positive relationship with unionization. Furthermore, there is a positive relationship with unemployment in regards to unrefined petroleum costs and a severe monetary strategy, alongside an enthusiasm for the genuine conversion scale (Schoeman et al., 2016).

Akram, analyzed Unemployment is one of the majority difficulty social matters of market economics. The fluctuation in unemployment across business cycles is attributed to changes in aggregate demand compared to aggregate supply. The examiner explores various reasons for inflation and its impact on unemployment in Pakistan's economy. The position of administration is also in use care of to distinguish the cause of unemployment. Youth unemployment and unemployment cause, consequence (Akram, 2017).

Objectives of the Study

- Determine the factors leading to youth unemployment in District Faisalabad.
- Explore the socio-economic elements influencing this problem.
- Assess the impacts of youth unemployment on both individuals and society.
- Suggest potential strategies to tackle the challenges associated with youth unemployment.

Review of Literature

This segment examines the current body of literature regarding youth unemployment, examining its global implications as well as its specific context within Pakistan. It delves into the myriad factors that fuel youth unemployment and discusses the potential repercussions for both individuals and society at large. Kalim conducted research on the factors contributing to unemployment in Pakistan. Her study investigated the numerical relationship between population growth, unemployment, and the real growth rate of Gross Domestic Product. It revealed a positive correlation between population and unemployment, while there was an inverse relationship between GDP and unemployment during the period from 1986 to 1999. She

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employed a simple regression analysis to analyze the findings. Kalim's research highlighted that Pakistan's population growth rate exceeded that of many other developing nations, leading to a substantial number of unemployed individuals in the labor force. The study emphasized that both population growth and GDP were significant factors influencing unemployment in the economy (Kalim, 2017).

Qayyum conducted an analysis on the determinants of youth unemployment in Pakistan, focusing on individuals aged 15 to 24. The study utilized data from the 2002-2003 labor force survey. The research considered various factors such as geographic region (rural/urban), province, household size, age, migration status, gender, and education level as explanatory variables, with youth unemployment status being the dependent variable. A probit model was employed for estimating the results. The findings indicated that household size, marital status, age, and participation in training programs were significant factors contributing to the reduction of youth unemployment. Additionally, the likelihood of unemployment was observed to be lower among males compared to females, and individuals from the Punjab province exhibited a lower probability of unemployment. The study recommended the implementation of internship programs, the establishment of small-scale industries, and the provision of training facilities as key strategies to address youth unemployment (Qayyum, 2018).

Arif and Choudhary conducted a study on the relationship between demographic transition and youth employment in Pakistan. The study focused primarily on individuals aged 20 to 24, although it included those aged 15 to 24 in its definition of youth. Data from the Pakistan Demographic Inspection and Labor Force Surveys conducted between 1990 and 2005 formed the basis of the research. The study utilized logistic regression to analyze the findings, with employment status as the dependent variable and various factors such as age, marital status, education, and household characteristics as independent variables. The results indicated that age, marital status, household headship, gender, education, family size, household occupation, and region significantly influenced employment outcomes. The study recommended investing in youth skill development, implementing robust employment policies, and adapting to changes in the labor market. (Arif & Choudhary, 2016).

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Methodology

Research Design

This study employed a quantitative research methodology, characterized by its descriptive and cross-sectional nature. These surveys, administered to respondents including, encompassed both structured and open-ended questions. Utilizing established research methodologies and questionnaires, the quantitative data was collected through various means such as structured observation and questionnaires. The information gathered was subjected to statistical, mathematical analysis techniques. This approach facilitated the analysis of numerical data.

Data Collection

- The group of respondents was chosen using random sampling methods from among recent graduates. Questionnaires were then distributed to 130 individuals. All received questionnaires were deemed suitable for analysis, resulting in a 100% response rate.
- The questionnaire comprises of six sections,
  - The initial section, labeled A, focuses on gathering demographic information from the respondents.
  - Section B follows, delving into inquiries about the current unemployment crisis.
  - Section C pertains to employer preferences.
  - Section D explores the attributes desired in candidates.
  - Section E investigates perceptions of economic instability, utilizing a scale from one to seven, ranging from "strongly disagree" to "strongly agree."

Data Analysis and Findings

- Demographic profile

Characteristics	Frequency	%
Gender		
Male	62	48%
Female	68	52%
Age		
19-23	43	33.1%
24-28	59	45.4%
29-33	26	20.0%
34-38	2	1.5%
Qualification		
Master's Degree	23	17.7%
Bachelor's Degree	78	60.0%

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Diploma	26	20.0%
Others	3	2.3%
Duration of Unemployment		
Less Than 6 Months	64	49.2%
6-12 Months	14	10.8%
12-18 Months	49	37.7%
More than 18 Months	3	2.3%
Types of Institutions		
Public	47	36.2%
Private	83	63.8%

Above table presents the distribution of characteristics among participants in the study. Each category displays the frequency and percentage of respondents falling within specific demographics or attributes, such as gender, age, qualification, duration of unemployment, and types of institutions attended. The male respondents constitute 47.7% of the sample, slightly fewer than their female counterparts at 52.3%. The largest age bracket falls between 24 and 28 years old, comprising 45.4% of the respondents, indicating recent graduates, followed by the 19 to 23 age group at 33.1%. A significant portion of respondents hold bachelor's degrees (60.0%), with diploma holders comprising 20.0%, and those with master's degrees representing only 17.7%. Regarding unemployment duration, 49.2% have been unemployed for less than 6 months, 37.7% for less than 18 months, and 10.8% for less than 12 months. In terms of institution type, 63.8% of respondents attended private universities, while the remaining 36.2% attended public universities.

Regression Analysis:

This study asserts the necessity for all variables to exhibit a normal distribution. Normality is assessed based on the absolute value of skewness falling within the range of -/+2 and kurtosis values within the range of -/+7. The skewness and kurtosis values presented in Table 3 meet these criteria, suggesting that the data adheres to a normal distribution.

Normality Test:

Variable	Mean	STD	Skewness	Kurtosis
Unemployment Crisis	5.27	1.38	-1.44	1.701
Employer's preference	5	1.5	-0.914	0.062
Candidate Attribute	4.69	1.63	-0.741	0.346
Economic instability	4.98	1.28	-1.193	0.832

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The table presents the results of a normality test for four variables: Unemployment Crisis, Employer's preference, Candidate Attribute, and Economic instability. Here's the interpretation:

1. **Mean**: This column represents the average value of each variable across the sample.
2. **STD (Standard Deviation)**: This indicates the extent of variation or dispersion of values from the mean. Higher standard deviation suggests greater variability.
3. **Skewness**: Skewness measures the symmetry of the distribution of the variable. A skewness value close to 0 indicates a symmetric distribution. Negative skewness (as seen in Unemployment Crisis and Economic instability) suggests that the distribution is skewed to the left, meaning that there are more data points on the right side of the distribution tail. A positive skewness (which is not present in this table) would indicate a distribution skewed to the right.
4. **Kurtosis**: Kurtosis measures the shape of the distribution and how peaked or flat it is compared to a normal distribution. A kurtosis value of 0 indicates a normal distribution. Positive kurtosis (as seen in all variables) indicates a distribution with heavier tails and a more peaked center compared to a normal distribution.

Interpreting the values:

- Unemployment Crisis: The skewness value of -1.44 indicates a moderate left skewness, and the positive kurtosis (1.701) indicates a distribution with heavier tails and a more peaked center.
- Employer's preference: The skewness value of -0.914 suggests a slight left skewness, and the kurtosis (0.062) indicates a distribution close to a normal distribution, though slightly flatter.
- Candidate Attribute: The skewness value of -0.741 indicates a slight left skewness, and the positive kurtosis (0.346) suggests a distribution with heavier tails.
- Economic instability: The skewness value of -1.193 suggests a moderate left skewness, and the positive kurtosis (0.832) indicates a distribution with heavier tails.

Overall, while none of the variables have perfectly normal distributions (as indicated by skewness and kurtosis values deviating from 0), they exhibit varying degrees of departure from normality.

Also this research utilizes Variance Inflation Factors analysis to assess multicollinearity. Multicollinearity is evaluated through the tolerance calculation (1-R2), with values ideally exceeding 0.1, and the Variance Inflation Factor (1/Tolerance), with values ideally below 10. When tolerance falls below 0.1 and VIF exceeds 10, significant multicollinearity is indicated, requiring

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further attention. The data presented in Table 4 demonstrates that for Employer's preference (T=0.519, VIF=1.927), candidate's attributes (T=0.670, VIF=1.492), and economic instability (T=0.510, VIF=1.962), all values surpass the predefined thresholds, confirming the absence of multicollinearity concerns.

Causes of Youth Unemployment

Educational Disparities: Discrepancies in educational opportunities play a significant role in perpetuating youth unemployment. Across regions and socioeconomic backgrounds, the quality of education varies widely. This inequality directly impacts the employment prospects of young people, as those with access to higher-quality education are better equipped with the skills and knowledge sought after by employers. Conversely, individuals from marginalized communities or under-resourced schools often face barriers to accessing quality education, limiting their job opportunities and perpetuating a cycle of unemployment and poverty.

Lack of Skills and Training: One of the root causes of youth unemployment is the inadequacy of skill development and training programs. Many young individuals enter the job market without the necessary skills and qualifications demanded by employers. This lack of preparedness leaves them vulnerable to unemployment or underemployment. Moreover, rapid technological advancements and evolving job markets require continuous upskilling and reskilling, yet access to such training programs remains limited for many young people. Without proper training initiatives in place, a significant portion of the youth population finds themselves ill-equipped to secure sustainable employment opportunities.

Economic Downturns: Gender inequalities persistently contribute to higher rates of unemployment among young women compared to young men. These disparities stem from various factors, including unequal access to education, limited employment opportunities in male-dominated industries, and societal expectations regarding gender roles. In many societies, young women face barriers to accessing education and vocational training, limiting their skill development and career options. Additionally, gender bias and discrimination in hiring practices further compound the challenges faced by young women seeking employment, perpetuating gender-based disparities in youth unemployment rates.

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Government Policies: The effectiveness of government policies significantly influences youth employment prospects. Policies related to labor market regulation, education, and job creation play a crucial role in addressing systemic barriers and fostering meaningful opportunities for young people. However, inadequate or ineffective policies can hinder rather than facilitate youth employment. For instance, labor market regulations that favor older workers or restrict flexible employment arrangements may limit job opportunities for young individuals. Similarly, insufficient investment in education and vocational training programs can perpetuate skill gaps and hinder youth employability. Addressing these challenges requires comprehensive and proactive policy interventions aimed at promoting inclusive economic growth, investing in education and training, and fostering an enabling environment for youth entrepreneurship and innovation.

Implications of Youth Unemployment

Economic Ramifications: The strain on economic productivity and resources due to a lack of employment opportunities for young people is multifaceted. When young individuals are unable to secure jobs, it not only affects their personal finances but also hampers overall economic growth. Unemployment among the youth means a significant portion of the workforce remains untapped, leading to a loss of potential output and innovation. Moreover, it places additional strain on social welfare systems as unemployed youth may rely on government assistance programs, further burdening public finances. Additionally, the long-term economic consequences of youth unemployment include diminished earning potential and reduced consumption, which can have ripple effects throughout the economy.

Societal and Psychological Effects: The toll on individuals' mental well-being and the strain on social cohesion resulting from prolonged unemployment among youth are profound. Being unemployed during the formative years can have detrimental effects on one's self-esteem,

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confidence, and overall mental health. Feelings of inadequacy, frustration, and despair often accompany prolonged joblessness, leading to increased rates of depression and anxiety among young people. Furthermore, the social stigma associated with unemployment can exacerbate these psychological issues, leading to a sense of isolation and alienation from society. In terms of social cohesion, high levels of youth unemployment can breed resentment and distrust within communities, as disparities in opportunities become more pronounced. This can strain interpersonal relationships and weaken the social fabric, ultimately hindering collective progress and well-being.

Risk of Social Discontent: The heightened potential for unrest and dissatisfaction within communities as a consequence of youth unemployment is a significant concern for policymakers and society at large. When young people face limited prospects for employment and advancement, they may become disillusioned with societal institutions and norms. This disillusionment can manifest in various forms of social discontent, including protests, demonstrations, and even civil unrest. Additionally, high levels of youth unemployment can fuel feelings of injustice and inequality, leading to a loss of trust in government and other authority figures. Left unaddressed, this discontent can escalate into broader social movements or conflicts, posing a threat to political stability and social order. Therefore, tackling youth unemployment is not only an economic imperative but also a vital aspect of maintaining social harmony and cohesion.

Potential Interventions

Education and Skill Development Programs: Implementing education and skill development programs involves a multifaceted approach aimed at enriching educational opportunities and honing the skills necessary to thrive in rapidly evolving industries. These initiatives encompass a broad spectrum of activities, ranging from enhancing traditional educational frameworks to embracing innovative learning methodologies.

Key objectives include:

- **Enhancing Educational Opportunities:** This involves broadening access to quality education at all levels, from primary to tertiary education, and beyond. It encompasses initiatives such as improving school infrastructure, expanding scholarship programs, and promoting lifelong learning opportunities for individuals of all ages and backgrounds.

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- **Fostering Skill Development:** Recognizing the importance of equipping individuals with relevant skills, these programs focus on nurturing a diverse range of competencies, including technical, vocational, and soft skills. This may involve curriculum enhancements, specialized training programs, apprenticeships, and internships designed to bridge the gap between academia and industry.
- **Adapting to Industry Demands:** As industries evolve, so too must the skills of the workforce. Education and skill development programs strive to anticipate and respond to changing industry demands by offering dynamic, future-oriented training initiatives. This may involve collaboration with industry stakeholders to identify emerging trends and align educational curricula accordingly.

6.2 Industry-Academia Collaboration: Industry-academia collaboration represents a synergistic partnership between academic institutions and industries aimed at fostering mutual benefits and driving innovation. This collaborative endeavor encompasses various dimensions, including:

- **Knowledge Exchange:** Facilitating the exchange of knowledge, expertise, and resources between academia and industry fosters a dynamic learning ecosystem. This may involve initiatives such as joint research projects, technology transfer agreements, and industry-sponsored academic programs.
- **Research Collaboration:** By pooling their respective strengths, academia and industry can tackle complex challenges and explore cutting-edge solutions. Collaborative research initiatives enable the translation of theoretical knowledge into practical applications, driving technological advancement and competitiveness.
- **Development of Industry-Relevant Curricula:** Aligning educational curricula with industry needs ensures that graduates possess the skills and knowledge required for successful career transitions. This may involve industry advisory boards, curriculum review committees, and internship programs designed to provide real-world experience and industry insights.

6.3 Entrepreneurship Development: Entrepreneurship development initiatives play a pivotal role in fostering a culture of innovation, creativity, and economic empowerment. These programs aim to cultivate entrepreneurial skills and provide aspiring entrepreneurs with the necessary support to navigate the complexities of starting and scaling their ventures.

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Key components include:

- **Skill Enhancement:** Equipping aspiring entrepreneurs with the requisite skills and competencies is fundamental to their success. Entrepreneurship development programs offer training workshops, mentorship opportunities, and networking events aimed at fostering entrepreneurial mindset, creativity, resilience, and business acumen.
- **Access to Resources:** Overcoming barriers to entrepreneurship often requires access to capital, infrastructure, and support services. Entrepreneurship development initiatives seek to address these challenges by providing financial assistance, incubation facilities, mentorship networks, and access to market opportunities.
- **Promotion of Innovation:** Encouraging innovation lies at the heart of entrepreneurship development. These programs support the development and commercialization of innovative ideas through funding grants, technology incubators, and patent assistance services. By nurturing a vibrant ecosystem of innovation, entrepreneurship thrives as a catalyst for economic growth and societal transformation.

6.4 Government Policies and Initiatives: Government policies and initiatives play a pivotal role in shaping the economic landscape, fostering innovation, and creating an enabling environment for business growth. These policies are designed to promote sustainable development, attract investment, and stimulate job creation. Key objectives include:

- **Creating a Conducive Business Environment:** This involves streamlining regulatory processes, reducing bureaucratic hurdles, and enhancing the ease of doing business. By simplifying procedures and fostering transparency, governments aim to attract domestic and foreign investment, spur entrepreneurship, and stimulate economic activity.
- **Promoting Innovation and Research:** Governments invest in research and development initiatives to drive technological innovation and enhance competitiveness. This may involve funding grants, tax incentives, and public-private partnerships aimed at supporting R&D activities across various sectors.
- **Facilitating Access to Finance:** Access to finance is critical for business growth and expansion. Government initiatives aim to improve access to capital for startups, small and medium-sized enterprises and marginalized communities through targeted lending programs, venture capital funds, and microfinance schemes.

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- **Supporting Job Creation:** Government policies prioritize job creation by investing in infrastructure development, promoting labor market flexibility, and implementing targeted employment generation programs. By creating employment opportunities, governments aim to reduce poverty, inequality, and social exclusion, while fostering inclusive economic growth.

Discussion and Conclusion

The primary objective of this research is to explain deeply into the intricate web of factors that fuel the ongoing unemployment crisis. Within these pages, we embark on a journey to unravel the complexities surrounding the issue, with a particular focus on the youth unemployment epidemic gripping District Faisalabad. Through meticulous analysis and rigorous investigation, we unearth the root causes and far-reaching repercussions of this pressing societal challenge. Moreover, we endeavor to present actionable recommendations poised to address this multifaceted issue head-on. These suggestions underscore the imperative for collaborative efforts, calling upon governmental entities, educational institutions, and private enterprises to synergize their resources and expertise in crafting sustainable solutions that can stand the test of time.

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