

"Analyzing the Threat to India's Productive Human Capital: A Study of the 83% Jobless Population Under 35 Years of Age"

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Abstract: India, a country with young people, is facing a serious problem, 83% of its unemployed are under the age of 35. The goal of this study is to make analysis in terms of different aspects of this disturbing statistic and its influence on the nation's economic and social life. Study looks at factors that contribute to high youth unemployment, such as incompatibility of education with job market demands, economic policies, and social challenges. It also looks at the long-term effects on India's economy, innovation, and social stability.

The research uses a mixed method approach, using surveys, interviews, and secondary sources to gather qualitative and quantitative data. Research asserts that there are significant inadequacies in the education system, economic disparities, and social barriers that impede the employment of young people. Case studies show the effectiveness of interventions and differences in effectiveness across regions.

The paper offers practical suggestions to policymakers, educational institutions, and the private sector on how to close the skills gap, reform economic policies, and foster inclusive growth, based on the analysis. Research shows the need to address youth unemployment to ensure India's economic growth and demographic dividend.

This abstract encapsulates the essence of the research, highlighting the key areas of investigation, the methodology used, and the primary findings and recommendations. It provides a concise yet comprehensive overview for readers, setting the stage for the detailed exploration in the subsequent sections of the paper.

I. Introduction

India is a country with lots of young people, often called a demographic dividend. This means there are many working-age folks who can help the economy grow. But here's the scoop: a whopping 83% of India's jobless crew is under 35 years old. When these young guns can't find work it's bad news bears for the economy and society. This stat shows a big problem - not just unemployment but also a threat to India's skilled workforce.

The youth jobless jam in India is like an onion with many layers - from economic and educational to social stuff. Even though India's economy is growing fast, jobs aren't keeping up with all the fresh faces entering the workforce. Plus, there's a skill gap - lots of youngsters lack the right education and training for available gigs.

In recent years, India has gotten younger, with more young people joining the workforce bubble. The rising number of unemployed youths points fingers at issues in education, job creation, economic policies and social structures.

With so many young'uns out of work, it's not just about lost potential - it messes with their mojo and blocks them from helping out in the economy. This situation puts a damper on India's future growth and stability - think more poverty and unrest.

Figuring out why so many young guns are out of work is key for policy peeps, teachers, and biz bigwigs to cook up better solutions to this issue. Dishing out strategies to lift employment chances for youth, amp up skill programs, and boost job creation is vital for turning India's demographic challenge into an economic plus.

Why care about youth unemployment? First off, wasted talents mean fewer bright minds making magic happen. Also, long-term joblessness leads to more poverty, unhappiness, and rocky roads ahead. Lastly, a snazzy workforce is key for keeping India on track for sweet economic growth.

This tea-spilling paper dives deep into why young folks in India are struggling to find jobs. It checks out what's wrong with education quality, skill gaps, policies pow-wows that don't match job needs. Plus, how this jobless jam affects India's growth and harmony.

The goal? Highlighting why it matters that most of these unemployed peeps are under 35 in a friendly way by showing where things go south and sharing ideas on how to fix them up. Let's get cracking!

From now on we'll roll up our sleeves & dig real deep into what makes things tick (and not tick). By shining a light on this pickle, we hope to pitch in with ideas that get India back on track & make our future brighter!

II. Literature Review

Recent phenomenon of youths' unemployment especially those below thirty-five years in India is one of the most profound social-economic problems, that prevention has a long-term impacts on the country's development. India's population

demographics have also been pointing towards a large young population mainly due to enhanced birth rates in the past. Though having young people has its benefits in terms of investments and innovation, India has failed to provide education, employment, and necessary skills among the youth turning demographic dividend into demographic burden. This study revolves on the causes, impacts and prevention of high prevalence of unemployment among the youths in India based on demography, economy, education and policies.

Demographic Dynamics and the Youth Bulge (2013)

India is thus a clearly youth-led demographically with today's population under the age of 34. This demographic trend of course has its virtues and vices. On the brighter side, a youthful population can provide the demographic window through increased productivity, rate of entrepreneurship, and consumption in an economy. But realising demographic dividend involves enhancements in education, skill development and employment generation co-ordinate with ambition and aptitude of youth of India.

Basically, India has a high population density of youths and the existing economy is still a challenge to support the large and fast-growing youth population of India by providing employment opportunities to the youths every year. Based on population pyramid projections, the population of India in the working age group will continue to expand in the subsequent decades thereby exerting a considerable demand on the employment opportunities as well as social development. This demographic pressure therefore entails the need to address the issue of youth employment through policy and program interventions with an aim of creating better standards of living for youths and other groups of people in society. (1)

Educational System and Skills Mismatch (2012)

The educational system of India is vast in the apparatus of enrolment percentages but it has several grave issues which are the instrumental roots of unemployment amongst youngsters. The input in education has equally advanced than the past where efforts were made in enhancing the enrolment in school and the drop out challenges. However, the quality of education is still low, especially in government schools and colleges, facilities, teachers' quality, and curriculum effectiveness are less satisfied with international norms.

Furthermore, there is a drastic lack of applicability of theoretical knowledge learned in classes to those industries that are applicable in the real world. Using the above findings, it can be deduced that many graduates are not employable since they possess poor critical thinking abilities, problem-solving skills, communication skills, and technical skills. It is especially significant in technical and vocational university programs where practical skills and appropriate certifications remain a deficit.

A lack of understanding in the Indian education system as to the importance of mastering one's skills and concepts rather than rote memorization has created a situation where the student may have a diploma, yet be devoid of the appropriate abilities to get a job. Hence there are difficulties as to the matching the employer with vacancies, on one hand, and qualified youth with jobs that fit their knowledge and expectations on the other. (2)

Economic Factors and Job Creation (2010)

While India's economic narrative in the past few decades has been one of the growth, it has not been accompanied by proportionate employment generation, let alone in the labour-intensive industries that have perennially drawn the youth. The segments that had for decades served as prolific employers, particularly the manufacturing and service industries, have not grown sufficiently to create room for the growing and highly-desiring young employment seekers. Some of these reasons include automation, the current structure of the global economy and nature of demands in industries today.

Moreover, the infused informal sector which offers employments to a large section of populations of India provides insecure, low- paid and abode in social security jobs.

Even though independent businesses give people something to do and sustain their families, this sector does not stabilize the economy, and educated youth cannot find jobs that would help them to grow professionally and advance in their careers.

HIV/AIDS also affects employment opportunities and trends due to rural-urban migration whereby the youth from the rural areas flock cities in search of employment opportunities. Urban centres, however, are normally unable to accommodate this inflow of migrant population hence experience high unemployment and underemployment among youths in the urban areas. The inability of rural migrants to find jobs that match their training is another issue that escalates this challenge, given the disparity between the human capital and employers' needs in urban cities. (3)

Policy and Governance Challenges (2007)

It was found that unemployment in youths in India cannot be easily solved by the economic policy measures only but also involves having a policy to enhance quality of education, policies for promoting youth enterprising and other policy initiatives that may promote youngsters' full employment. Nevertheless, there are policy and governance issues that India has that threatens the efficient implementation of these programs.

Legal restrictions, official red tape, and insufficient cooperation between the central and state governments affect the business environment and consequently, the entrepreneurial process. High labour costs due to too many employment protections, coupled

with the remaining archaic codes huddle employment creation and investments more so in sectors that would offer work to the youth.

Furthermore, measures embedded on social protection and support are limited and fail to cater of unemployed youth, thus a number of them are exposed to social risks and vulnerability. Attempts to enhance vocation training, skill development schemes and apprenticeship have to be implemented but the major challenges are sourcing of funds, adequate infrastructures and lack of linkages to industries. (4)

Consequences of Youth Unemployment (2010)

Thus, various problems of youth unemployment show that this issue is one of the most serious and multifaceted in India, which has negative impacts on both personal lives and the general well-being of the society and the economy.

Drivers of costs of unemployed youth include; since you are unemployed, your financial status loses significant power; Unemployed youth have poor or no access to health practitioners and institutions or even quality education; the psychological status of unemployed youth is often unpleasant. I understand the impact it has on a group of people in relation to their chances of employment and earnings over the life cycle, and how long unemployment spells can have permanent effects on the cycle of poverty and exclusion.

In addition, high overall unemployment tends to burden the young population and social services because governments must budget for unemployment assistance, training, and welfare services. Lack of employment for the youths also results in social indiscipline, political volatility, and crime because such unemployed youths become aspiring criminals or join violent groups.

Hence, from a macroeconomic viewpoint, youth unemployment entails a loss of human resource and productivity, thereby hampering the progress of the concerned economy. If youth cannot be productive, nations lose out on creativity, ingenuity, and entrepreneurship that act as input to development and the creation of competitive economies.(5)

II. Methods and Techniques

Research Design

Design to demonstrate a lucid exploration into existent young persons' job issue within India, this study uses a research design of descriptive nature. Essentially, the descriptive approach aims at giving an account of what is e.g. incidence or occurrence of unemployment among those below 35 years in India over the years until now; thus it will be specific enough when dealing with this topic because we are specifically looking into high unemployment levels' issues under 35s only in India. Such design contributes towards examining existing information exhaustively, identifying trends as well as.

Data Collection

The study obtained its data from secondary sources which offered comprehensive and reliable datasets required for thorough youth unemployment analysis. The main sources of data were as follows:

1. National Sample Survey Office (NSSO):

The NSSO undertakes massive studies that cut across different socio- economic dimensions, one of which is employment and unemployment. Such studies offer a rich database containing information about population characteristics, work status, as well as other related socio-economic indicators. The data from survey carried out by NSSO like Employment and Unemployment Survey (EUS) and Periodic Labour Force Survey (PLFS) have been found useful. (6)

2. Periodic Labour Force Survey (PLFS):

The PLFS, which is conducted by the Ministry of Statistics and Programme Implementation, provides quarterly updates about the workforce in India. It gives out detailed information about employment status, educational qualifications attained, age distribution among other things that are critical such for example industry-wise employment as well. At any point in history since then every information gotten from PLFS has been very much needed in order to understand how labour market changes have happened including those related to young people who are looking for jobs. (7)

3. International Labour Organization (ILO):

The ILO provides data and reports on the labour market giving a worldwide perspective on unemployment trends. India's youth unemployment against a broader international perspective using ILO data has enabled them compare it with global standards. (8)

4. Academic Studies and Reports:

A wide range of academic papers, policy reports, and research publications were reviewed to gather qualitative insights and contextual information. These sources provided a deeper understanding of the underlying causes of youth unemployment and the effectiveness of various policy interventions.

Data Analysis

The analysis of the collected data involved several quantitative and qualitative techniques:

Statistical Analysis:

Descriptive Statistics: We calculated the mean, median, mode, standard deviation; they gave us some important information on the overall rates of youth underemployment. The statistics was useful in understanding where most of the things lie but beyond that is not very informative.

Trend Analysis: To identify trends and changes over time, we analysed unemployment data for several years. Unemployment rates were plotted and year-on-year changes were examined in order to see long-term patterns. Thus, spotting issues affecting youths' employment.

► **Figure 4.10. Share of unemployed educated youths (secondary or higher) in total unemployed persons (UPSS), 2000, 2012, 2019 and 2022 (%)**



A line graph titled “Share of unemployed educated youths (secondary or higher) in total unemployed persons (UPSS), 2000, 2012, 2019, and 2022 (%)” illustrates how young people who have gone through education in the country are affected by lack of employment. Here are some points to note about this:

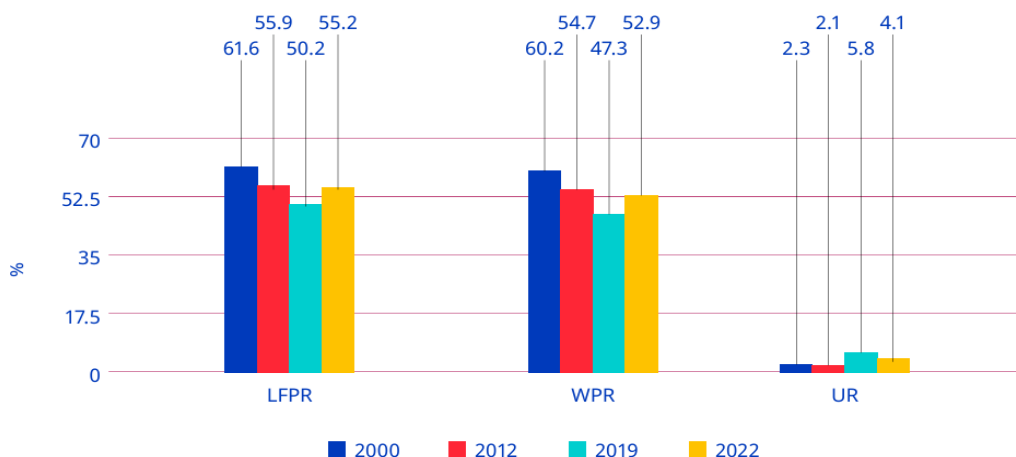
All Educated Youths:

In 2000, up to 65% of educated young people without employment (having received secondary or higher education). This figure shot up to as high as 88% by the year 2012 and remained at this level till 2019. However, by 2022, there was a slight decrease in the number which fell to about 83%.

Secondary-Educated Youths:

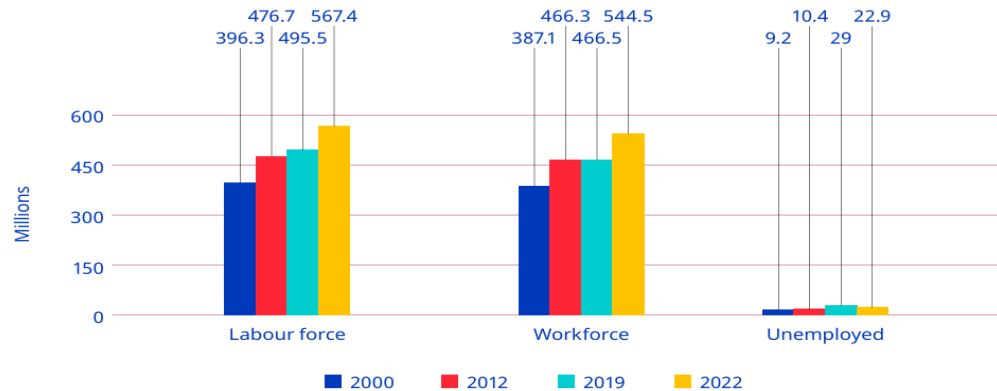
This category was just a little above 50% in 2000. It grew significantly exceeding 75% in 2012 and rose to about 85 % in 2019. However, is declined slightly in 2022 but stayed over 80 percent. These movements underscore the hurdles that literate young people have in getting jobs most so if they have not gone through high school (secondary). (6,7)

► **Figure 2.1. Labour force participation rate, worker population ratio and unemployment rate (UPSS) among persons aged 15+ (rural and urban combined), 2000, 2012, 2019 and 2022 (%)**



The graph bar named “Labour force participation rate, worker population ratio, and unemployment rate (UPSS) among persons aged 15+ (rural and urban combined), 2000, 2012, 2019, and 2022 (%)” shows how the figures have changed over time. For instance: The Labour Force Participation Rate (LFPR) has been going down from 61.6% in 2000 to 50.2% in 2022. • From 55.9% in 2000, the Worker Population Ratio (WPR) has dropped to 47.3% now. • The level of Unemployment Rate (UR) actually went up a bit. (6,7)

► Figure 2.2. Size of labour force, workforce and unemployed workers (UPSS), by persons aged 15+ (rural and urban combined), 2000, 2012, 2019 and 2022 (millions)



The bar graph titled “Size of labour force, workforce and unemployed workers (UPSS), by persons aged 15+ (rural and urban combined), 2000, 2012, 2019, and 2022 (millions)” provides insights into labour market trends over two decades. Here are the key takeaways:

Labour Force:

From roughly around three hundred and ninety-six point three million in the year two thousand to about five hundred and sixty-seven point four million in twenty nineteen has been an increment in size of labour force.

Though it dwindled slightly downwards to about five hundred forty-four point five million by twenty twenty-two.

Workforce:

Similarly, the workforce rose from nearly three hundred eighty-seven point one million people in two thousand to about four hundred sixty-six point five million during this year’s third quarter.

By then, however, there was a slight drop in the work force to less than three hundred sixty-six point three million only.

Unemployed Workers:

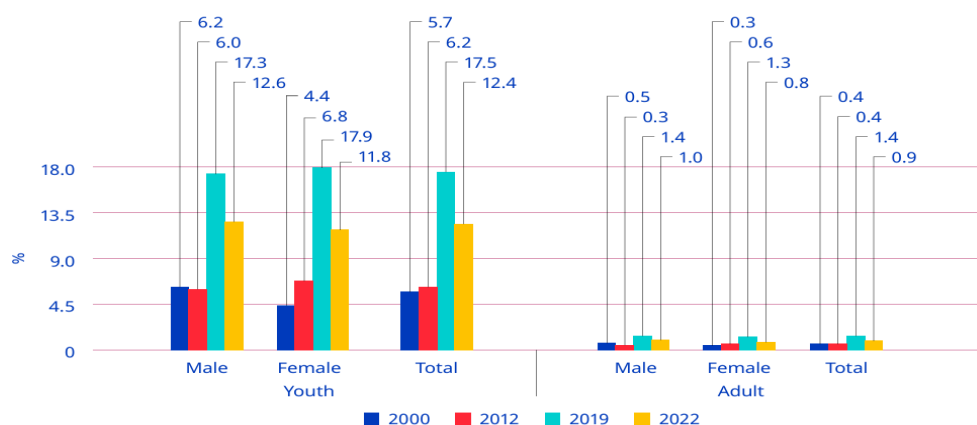
The number of people who were jobless increased with time though not at such a fluctuating rate.

Starting at around ten point four million as at January first two thousand to around twenty-two point nine million by July first two thousand and twenty-two. (6,7)

2. Demographic Breakdown:

We segmented the data as follows, age groups (15-24, 25-34), levels of education (for instance, secondary education, tertiary education), urban vs. rural regions so as to understand different demographic patterns and their association with youth unemployment. By cross tabbing we are able to determine the extent to which several demographic variables affect the rate of joblessness.

► Figure 4.9. Unemployment rate (UPSS) among youths and adults, 2000, 2012, 2019 and 2022 (%)



“Unemployment rate (UPSS) among youths and adults, 2000, 2012, 2019 and 2022” is comparing unemployment rates between male, female, and total populations during the years mentioned. However, it should be noted that only data for males is available for 2022 which is displayed by the graph to have a very low unemployment rate nearly zero percent. In addition to giving us an

idea of how employment has changed over the years, this graph also shows how much higher unemployment rates are for women than men. (6,7)

► **Table A2.3. Unemployment rate (UPSS, aged 15+), 2000, 2005, 2012 and 2018–22 (%)**

	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
2000	1.8	1.1	1.5	4.6	5.7	4.8	2.5	1.7	2.3
2005	1.6	1.8	1.7	3.7	6.9	4.4	2.1	2.6	2.3
2012	1.7	1.6	1.7	3.0	5.3	3.4	2.1	2.3	2.1
2018	5.7	3.8	5.3	6.9	10.8	7.7	6.1	5.6	6.0
2019	5.5	3.5	5.0	7.0	9.8	7.6	6.0	5.2	5.8
2020	4.5	2.6	3.9	6.4	8.9	6.9	5.1	4.2	4.8
2021	3.8	2.1	3.3	6.1	8.6	6.7	4.5	3.5	4.2
2022	3.8	2.1	3.2	5.8	7.9	6.3	4.4	3.3	4.1

"The work shows data on UPSS (unemployment rate under or equal 15 years) among young people and adults for 2000, 2012, 2019, and 2022. Also, it presents unemployment rates by age group." (6,7)

3. Regional Analysis:

We conducted a comparative analysis of various states and regions to identify geographical differences in youth unemployment. This included the mapping of unemployment rates and analysis of the regional economic conditions that may influence these rates. The analysis at a regional level helped us understand how local economic activities, the presence of industry and regional policies impact on employment chances."

► **Table A2.18a. Unemployment rate of educated youths (aged 15–29), 2005, 2012, 2019 and 2022 (%)**

State	2005			2012			2019			2022		
	%	Score	Indicator rank	%	Score	Indicator rank	%	Score	Indicator rank	%	Score	Indicator rank
Gujarat	7.02	0.91	1	2.56	0.99	1	12.24	0.82	1	10.66	0.85	1
Uttar Pradesh	8.09	0.89	2	15.03	0.77	14	24.81	0.60	8	18.80	0.70	8
Madhya Pradesh	9.10	0.88	3	10.93	0.84	6	20.13	0.68	5	15.90	0.76	6
Rajasthan	10.11	0.86	4	11.95	0.83	7	31.70	0.48	14	26.41	0.57	15
Karnataka	11.76	0.83	5	8.37	0.89	3	16.14	0.75	2	17.24	0.73	7
Maharashtra	11.89	0.83	6	6.27	0.93	2	18.94	0.70	4	14.99	0.77	5
Chhattisgarh	13.38	0.80	7	13.28	0.80	10	17.85	0.72	3	14.53	0.78	4
Telangana	14.19	0.79	8	14.94	0.77	13	34.90	0.42	18	21.71	0.65	10
Uttarakhand	14.87	0.77	9	22.40	0.64	18	33.95	0.44	16	33.04	0.45	19
Tamil Nadu	15.26	0.77	10	14.09	0.79	12	30.75	0.49	13	26.85	0.56	16
Andhra Pradesh	15.39	0.77	11	13.45	0.80	11	33.27	0.45	15	24.45	0.61	12
Bihar	17.11	0.73	12	17.92	0.72	15	37.70	0.37	21	29.62	0.51	17
Haryana	17.14	0.73	13	12.08	0.82	8	24.85	0.60	9	26.26	0.57	13
Jharkhand	17.55	0.73	14	22.15	0.65	17	21.36	0.66	6	14.24	0.79	3
Delhi	18.39	0.71	15	13.21	0.80	9	28.85	0.53	11	11.19	0.84	2
Himachal Pradesh	21.47	0.66	16	10.16	0.86	5	30.66	0.50	12	29.74	0.51	18
Jammu & Kashmir	21.80	0.65	17	23.99	0.61	20	35.10	0.42	19	34.81	0.42	20
Punjab	22.95	0.63	18	9.31	0.87	4	27.78	0.55	10	26.33	0.57	14
West Bengal	27.90	0.54	19	23.51	0.62	19	22.96	0.63	7	20.21	0.68	9
Assam	35.06	0.42	20	30.43	0.50	21	34.52	0.43	17	23.66	0.62	11
Odisha	35.93	0.40	21	20.33	0.68	16	37.22	0.38	20	39.95	0.33	22
Kerala	49.00	0.17	22	32.39	0.47	22	39.57	0.34	22	38.98	0.35	21
India	17.37	0.71		14.39	0.86		26.25	0.26		21.84	0.48	

Unemployment rate of educated youths (aged 15-29), 2005, 2012, 2019 and 2022 (%)” provides data on unemployment rates among educated youths in India across different states and union territories for the years 2005, 2012, 2019, and 2022. The data reveals variations in unemployment percentages, with some regions consistently showing high rates while others exhibit fluctuations over the years.

For instance, Kerala shows an increasing trend from a low rate in earlier years to one of the highest by 2022. In contrast, Rajasthan starts with one of the highest rates in 2005 but sees a significant decrease by 2022. (6,7)

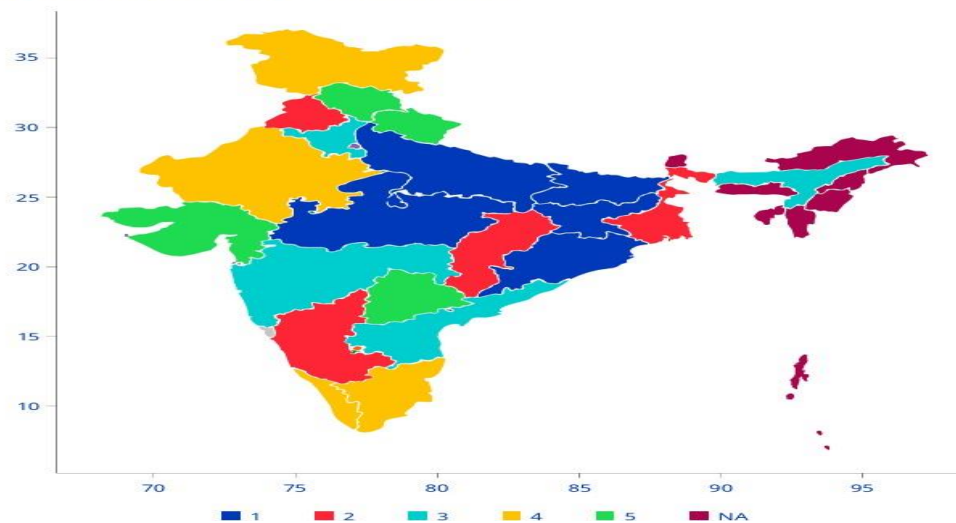
► Table 4.6. Regional differences in youth employment, 2022 (%)

State	Highly educated	Educated employed*	Regular formal	Not in NEET**	Composite score
Delhi	68.3	90.0	34.5	75.6	67.1
Himachal Pradesh	81.3	84.7	10.2	85.3	65.4
Tamil Nadu	80.8	76.1	29.6	70.5	64.2
Maharashtra	70.2	86.1	19.6	75.0	62.7
Kerala	88.1	66.8	22.9	72.9	62.7
Telangana	77.7	82.2	14.4	73.8	62.0
Karnataka	70.7	85.3	21.6	70.3	62.0
Andhra Pradesh	74.2	78.0	12.4	72.9	59.4
Uttarakhand	68.2	72.3	17.5	73.2	57.8
Chhattisgarh	56.4	88.0	3.9	79.8	57.0
Gujarat	51.2	90.6	11.5	73.0	56.6
Haryana	65.9	73.9	18.1	67.3	56.3
Jammu & Kashmir	58.7	79.0	6.3	80.8	56.2
India	58.2	81.6	10.0	71.5	55.3
Jharkhand	45.6	92.8	4.1	77.9	55.1
Punjab	64.6	74.2	5.6	69.6	53.5
Uttar Pradesh	52.8	87.2	2.9	69.9	53.2
Rajasthan	54.9	76.2	4.6	75.1	52.7
West Bengal	49.3	84.4	6.8	68.9	52.3
Madhya Pradesh	43.0	88.4	3.3	73.8	52.1
Assam	35.4	78.8	9.2	69.3	48.2
Odisha	51.8	67.0	7.2	63.6	47.4
Bihar	50.4	71.2	2.1	65.2	47.2

Regional differences in youth employment, 2022 (%)” provides insights into youth employment status across different states and territories in India. The data is categorized by levels of education: highly educated, educated, semi-educated, regular school goers, not in education, employment or training (NEET), and a composite score. Here are some key takeaways:

- I. Delhi has the highest percentage of highly educated youth employed (68.3%), while Jharkhand has the lowest (45.6%).
- II. Himachal Pradesh leads in regular educated employment (84.7%), while Bihar has the lowest (50.4%).
- III. Tamil Nadu excels in regular educated employment (80.8%), while Jammu & Kashmir lags behind (58.7%).
- IV. Maharashtra has the highest NEET (not in education, employment, or training) percentage (19.6%).
- V. Overall, India has a composite score of 55.3% for youth employment.

► Figure 2.17. Overall employment condition index



Qualitative Analysis:

A detailed analysis of the policy reports, scholarly research reports, and numerous survey qualitative data gave an understanding into why young people cannot find jobs. These non-quantifiable data were then instrumental in illuminating the quantitative data. We then shifted attention to issues such as the skills mismatch, losing the match for jobs and problems associated with how labour markets are structured.

Properties and Methods for ensuring Data Validation and Data Integrity

For the data under study to be reliable, a number of techniques needed to be followed, so as to obtain highly-validated and dependable data.

1. Cross-Verification:

To maintain the consistency, data was cross-verified from multiple sources (NSSO, PLFS, ILO). To preserve data, it was ensured that problems were reviewed and fixed. Cross Verification: It was used to confirm the accuracy of data and minimize errors.

2. Triangulation:

Furthermore, the use of multiple data sources, as well as methods (quantitative and qualitative), enabled triangulation findings that support the credibility and quality of results. This was triplet triangulation to make certain drew conclusions through a diversity of lenses.

Limitations

The strengths of the study include use of extensive and robust sources of data - however several limitations must be acknowledged.

1. Data Availability:

There might have been some data available until recently, which may the analysis of trends. Late published data simply forces people to rely on other sources of information that are more out-of-date when describing the labour market updates.

2. Scope of Analysis:

To start with, the research work was largely secondary, and so there might be an overlooking of some facets of this topic. Given different methods of primary data collection like administering questionnaires or using direct interviews; however, these other methods were not included within the study's objectives. When second-hand information is used then it may restrict detailed examination into certain particular locations or industries.

3. Economic Variables:

The data available may not entirely capture a comprehensive understanding of diverse economic factors that impact joblessness hence the need for more research. However, the broad observation in this paper may miss out some peculiar cases where specific microeconomic determinants are paramount.

III. Findings**Demographic Dividend:**

This paper aims to deconstruct rather the realities of the unemployment situation in India particularly focusing on the dreadful fact that close to 83 percent of the unemployed population in India is the youth are under 35. It is unfortunate that the country's productive human capital, which is vital to development and the overall wellbeing of India is gravely endangered by this demographic fact. India's working-age population (15-64 years) is expected to increase by 34% by 2027, providing a significant demographic dividend.

This highlights a major challenge in integrating young individuals into the workforce, which can hinder economic growth and productivity.

The age under-35 jobless population:

Youth unemployment is one of the most pressing issues in India, with a significant portion of the unemployed population being under 35 years old. In fact, 83% of those without jobs fall into this age group. This demographic represents the future workforce, which is facing serious challenges. Young job seekers are struggling to find suitable opportunities, and this situation poses a major threat to the country's economic prospects. These young individuals should be the ones driving economic growth and creating new jobs for others. Unfortunately, the imbalance between the number of job seekers and available positions is stark. As a result, many young people find themselves in a highly competitive job market, making it difficult to secure stable and fulfilling employment.

Mismatch of Skills and Job Market Needs:

The high unemployment rate among young people can be linked to a disconnect between the skills job seekers possess and what employers are looking for. This issue often arises because educational systems and vocational training programs do not align with the demands of today's labor markets.

Impact on Indian Economy:

A significant number of unemployed individuals under 35 could lead to lower economic productivity, decreased consumer spending, and greater reliance on social support systems. These elements could ultimately affect the overall stability and growth of the economy.

Impact on Social Life:

High levels of youth unemployment can create pronounced effects such as increased social unrest, higher incidences of mental health issues, and lower life satisfaction among young people. Youth unemployment can lead to decreased social cohesion and an increase in crime rates.

Regional Diversity or Inequality:

Additionally, unemployment rates can vary significantly across different regions. In rural areas or economically disadvantaged states, jobless rates may be higher than those in urban centers.

Policy Repercussions:

Addressing this issue may require targeted strategies such as enhancing educational programs, expanding vocational training institutes, and creating support systems for aspiring entrepreneurs. Furthermore, we may need to find ways to incentivize industries to offer job opportunities to young adults.

Technological and Sectoral Shifts:

Rapid advancements in technology and changes in industry demands could worsen the employment crisis if the workforce is not sufficiently prepared or adaptable to these shifts.

The reasons of Youth Unemployment:

The high rates of youth unemployment in India stem from various factors, creating a complex web of interconnected issues. One significant factor is the mismatch between the skills and qualifications that employers seek and what graduates possess. The educational system often fails to equip students with the practical skills needed in today's job market. This skills gap represents the difference between what is typically taught in degree programs and the actual competencies that employers desire when hiring new staff. The lack of focus on hands-on learning and applied skills, along with inadequate preparation for the realities of the workforce, are challenges faced by many graduates entering the job market. Economic downturns further complicate the situation, as low economic activity and a scarcity of jobs make it even more difficult for young people to find employment.

The Education System's opportunities and Challenges:

To address youth unemployment, the education system plays a crucial role. But it has a lot of work ahead of it in getting students ready for the demands of the contemporary workforce. The curriculum frequently places more emphasis on theoretical knowledge than on practical abilities, which leaves graduates unprepared for the demands of the working world which is making the students to get the job. A change in how education is approached is required abilities like problem- solving, critical thinking, communication, and teamwork—all of which are highly valued in the labour market. This adjustment shall afford students the resources to obtain the position. There is a major gap between skills present and not present with students, such as: High Demand Skills, Limited Skill Set, Analysing and Interpreting Data, Innovative Approach to Solving Issues, Flexibility & Sturdiness in Social Media & Digital Marketing, Programming and Software Development Communication & Critical Thinking.

Government Initiatives and policies:

The Indian government has implemented several programs and policies to address the youth unemployment issue ranging from schemes that help promote self-employability, skill development, and job creation. The government also has skill development initiatives which seek to develop and enhance the knowledge and skills needed for youth to be employable under the program. There are a number of Government programs that support small and medium-sized enterprises by accessing loans and support that enable the small business to produce jobs for the younger generation and allow youth to gain access to the labor market.

Findings for Long-Term Sustainable Solutions:

The recommended solutions refer INVESTING IN INTERNSHIP, ENCOURAGING INDUSTRY AND ACADEMIA COOPERATION, and SUPPORTING VOCATIONAL TRAINING PROGRAMS to ADDRESS THE SKILLS GAP are all the measures needed for the purpose of which will can lead young people to the right path to work on accordingly.

Encouraging innovation and entrepreneurship can lead to the creation of jobs and give young people the opportunity to fully develop their potential. It is not only a matter related to the economy but also it is a matter of society to respond to the problem of youth unemployment. To this end, all stakeholders in the process are required to collaborate, to be committed to long-term sustainable solutions as well as to be forward-thinking and make meaningful contributions and thus take up the issue of unemployment.

IV. Recommendations**I. Individual Level:****1. Upskill and Reskill:**

- ☐ Invest in continuous learning and skill development.
- ☐ Upskill to better align with market demands.

- ☐ Focus on vocational training and skill development programs to enhance employability.

2. Networking:

- ☐ Build professional networks and connections.
- ☐ Focus on Apprenticeships and Internships

3. Flexibility:

- ☐ Be open to different types of jobs and industries.

4. Entrepreneurship:

- ☐ Consider self-employment or starting a business.
- ☐ Be a job creator instead of job seeker

5. Personal Branding:

- ☐ Develop a strong online presence and personal brand.
- ☐ Do participate in national and international conferences
- ☐ Focus on research work and methodology
- ☐ Online marketing

II. Educational Institutions Level:

1. Industry-Aligned Curriculum:

- ☐ Develop curricula that match industry needs.
- ☐ Advocate for collaborations between the government, private sector, and educational institutions to create employment opportunities.

2. Practical Training:

- ☐ Provide hands-on training and internships.
- ☐ Promote apprenticeships and internships to provide work experience and skill development.

3. Career Guidance:

- ☐ Offer career counselling and support.

4. Skill Development:

- ☐ Focus on developing soft skills and emotional intelligence.
- ☐ Focus on Diploma Courses on Artificial Intelligence, Machine Learning, Python, Data Analysis, Business Analytics, etc.

III. Government and Policy Level:

1. Job Creation Initiatives:

- ☐ Implement policies to stimulate job creation.
- ☐ Bring more policies and initiatives that could create more job opportunities for the youth.
- ☐ Job creation initiatives in emerging industries.
- ☐ Encourage entrepreneurship, startups, and job creation in sectors like manufacturing, agriculture, and services.
- ☐ Promote public-private partnerships to enhance skill development and job creation.

2. Vocational Training:

- ☐ Invest in vocational training and skill development programs.

3. Education System Reform:

- ☐ Reform the education system to focus on employability.
- ☐ Foster innovation and R&D to create new job opportunities.
- ☐ Establish a monitoring and evaluation framework to track progress and effectiveness of initiatives.

- ☐ Reform the education system to focus on practical skills and industry-specific training.

4. Labor Market Information:

- ☐ Establish a labour market information system.
- ☐ Labour market reforms to enhance employability.
- ☐ Ensure coordination among government departments and policies to address joblessness and skill development.

5. Social Security:

- ☐ Provide social security benefits and protections.
- ☐ Focus on rural development and job creation in rural areas to reduce migration and regional disparities.
- ☐ Implement policies to increase female labor force participation and address gender disparities.
- ☐ Provide social security benefits and protections to informal workers.
- ☐ Address regional disparities in job creation and skill development.

IV. Employer Level:**1. Diversity and Inclusion:**

- ☐ Foster diverse and inclusive workplaces.

2. Training and Development:

- ☐ Offer ongoing training and development opportunities.

3. Flexible Work Arrangements:

- ☐ Provide flexible work arrangements and remote work options.

4. Apprenticeships:

- ☐ Offer apprenticeships, Project and internships opportunities.

5. Industry-Academia Partnerships:

- ☐ Collaborate with educational institutions.

V. Community Level:**1. Community Programs:**

- ☐ Develop community programs for skill development and job readiness.
- ☐ Job creation in rural areas to reduce migration and regional disparities.

2. Mentorship:

- ☐ Offer mentorship and coaching services.

3. Job Fairs:

- ☐ Organize job fairs and employment events.

4. Local Economic Development:

- ☐ Focus on local economic development initiatives.

5. Support Services:

- ☐ Provide support services for job seekers.
- ☐ Address gender disparities.
- ☐ Establish a labour market information system to track job market trends and skill requirements.

V. Discussion

The high rate of youth unemployment in India, with 83% of the jobless population under the age of 35, underscores significant structural and systemic issues that threaten the productive human capital of the nation. India's unemployment rate has fluctuated over the past decade, with an average of 8.17% from 2018 to 2024. This section discusses the broader implications of these findings and explores potential strategies to mitigate the challenges.

Unemployment remains a major issue among India's youth, with nearly 83% of the jobless population under the age of 35, according to the India Employment Report 2024 published by the International Labour Organisation (ILO) and the Institute of Human Development (IHD).

According to the report, education levels in India have improved considerably in the last few years, but educated youth are struggling to find jobs, reflecting a mismatch between their aspirations and available jobs. The report said that over 10 million job seekers registered with the National Career Service portal between 2015- 16 and 2019.

"Among them, nearly 64 percent were men and 83 percent were youths aged 15-35," it said. Moreover, the report shows that the youth unemployment rate increased with the level of education, with the highest among graduates and higher among women than men. (8)

The Indian Scenario:

Having a big population in India thus giving way to a more significant need for employment opportunities. On the other hand, the job offers are very rare against the number of the job-seekers in India. Additionally, it is the low level of education and skill shortage at the production level of people that play the main role in joblessness. On top of that, the government is not giving the required help to the society and the problem of poor infrastructural facilities has led to a need for drastic action that would help to stabilize the economy. With a significant proportion of the population living in the rural areas, India is mostly a developing country and people are largely involved in rough work which is unsafe and has negative effects on being their health. The low productivity of the primary sector hands-vocational options to the people but their skills cannot be used the other sectors of the economy. A deficiency in the investments and also the indifferent growth of the manufacturing sector curtails its potential.

The problem of unemployment on the other hand has less effect on productivity and development of the economy. That increases the rate of poverty and malnutrition as a result of the low or no income for the population, thereby affecting the health of the people.

Unemployment Rate in India (2018 to 2024)

Year	Unemployment rate (%)
2024	9.2
2023	8.0
2022	7.33
2021	5.98
2020	8.0
2019	5.27
2018	5.33

The above table shows trends in India's unemployment rate for the past 7 years. (8)

Reduced Economic Growth:

Youth unemployment hampers economic growth as it limits the ability of young people to contribute to the economy. Prolonged unemployment can lead to skill erosion, making it more difficult for individuals to find employment in the future and perpetuating a cycle of poverty and economic stagnation.

Indian youth today is motivated and driven. Indian youth combine the values of a traditional Asian household with the dreams and aspirations of an American teenager. They aspire to break free of the bonds of the four walls and step foot into the real world to be autonomous. But some dreams just end up staying a dream. As per the 2011 census, Youth of India (15-24 years) constitutes one-fifth (19.1%) of the total population, and this percentage is expected to rise to about 34.33% by the year 2020. The common perception behind the growing and developing economy is India's educated youth. There is enough evidence against the perception. For starters, the percentage of unemployed youth has reached an unbelievable high. (10)

The unemployment rate is speculated to have almost doubled in the last two years, from 4% to 7.6%. According to the latest numbers released by think- tank Centre for Monitoring Indian Economy (CMIE), India's unemployment rate hit a 3-year-high of 8.4 percent in August 2019. (09)

Unemployment has obvious Consequences, a few of them are pretty upsetting. Least to mention, it is the sheer wastage of human capital. Unemployment not only affects an individual simultaneously impacts the family and immediate peers. Sometimes, even the community. Various studies on the subject, of human capital and unemployment, demonstrate that the long term unemployment or inactivity can lead to unfavourable effects on human capital. To make the situation worse, sometimes, leading

to a permanent decrease in the earning potential of the affected community, in this case, the country's youth. Unemployment is one of the biggest evils our country is facing. When one unemployed person in the family creates immense stress on the already tight purse strings of a poor or middle-class household. The stress percolates down to each and every family member and in a larger perspective, to the society.

Beyond a point, the affected can lose hope of ever finding employment, and can, possibly, turn into unsocial elements. As we have seen a direct co-relation of unemployment and terrorism or crime or Naxal Bari or Maoists etc. in the states of Chhattisgarh, Bihar, Odisha, Jammu Kashmir, etc.

VI. Conclusion

83 percent of the unemployed in India are below 35, according to research. They are responsible for promoting innovative ideas and boosting the economy, which is a big deal. A large part of Indian workforce is young adults, but their potential is being mishandled.

The big problem is that there is a huge inconsistency between the two. Abilities was gathered by individuals in search of employment and those who were expected to do so. By means of the emerging job market. Despite its efforts to raise. The education system in India often lacks. Students who have the skills and knowledge to be enrolled in the program. To be successful in a market they must have expertise in both industry and real world domains it is the defining factor in the global economy. A lot of Indian youth are either jobless or underemployed.

The quick pace has changed the nature of work. Technology and globalization have made things so much easier. Sucked international job markets and created new opportunities. Chances are there to guarantee that the youth are Well prepared for the jobs of the present and the future. Educators, and businesses need to respond.

Quickly to this dynamic setting. In India, youth unemployment requires a multifaceted approach. Methods that involve job creation, education on reform, and Positive economic policies, Promising practical, vocational Training. It is a combination of theoretical knowledge and practical experience. It will bring the lessons learned in the classroom closer to the ones learned in the industry.

Expectations are high and graduates are equipped with the necessary skills. Expanding and incorporating gifts and expressions. Education system integrates training programs at the same time. we would profit from the industry advantages. The certifications and practical experience that enhances job prospects. Cooperation between the industry and education institutions can help in curriculum facilitation. To be formulated in a manner that satisfies the demands and patterns of the industry.

In parallel, measures to promote entrepreneurship among the youth can generate alternate avenues to employment. A culture of creativity and self-employment can be fostered by start-up incubators, financial resources, and mentorship programs. This will lessen reliance on conventional labour markets and increase economic resilience.

From a policy standpoint, it is imperative to implement targeted actions that encourage the creation of jobs in sectors like technology, services, manufacturing that have a high potential for youth employment. Tax breaks, youth employment subsidies, small and medium business support can boost economic productivity and job growth. Addressing gender disparities in employment is crucial for inclusive growth, as women in rural areas and marginalized communities face additional obstacles in accessing the labour market. Promoting gender equality in education, skills training, and job opportunities can uncover a significant pool of untapped talent and promote economic growth. Social safety nets and support networks are important in reducing the negative impact of unemployment on the young people's wellbeing.

People who are involved in side projects or changing careers can rely on financial literacy programs, affordable housing, and convenient access to healthcare services as a safety net. The report not only highlights the extent of youth unemployment in India but also underscores the country's potential for demographic growth if it is used appropriately. India can tap into the youth's potential to create wealth, reduce poverty, and foster social harmony by investing in education, skill development, entrepreneurship, and policies. If every Indian youth has the skills to make a significant contribution, then the country can only be developed through joint efforts between public and private sectors, education and civic engagement.

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