



# Strategic analysis of unemployment of district Kangra in H.P. An Overview:

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**Abstract:-** This chapter highlights the study's findings through descriptive analysis of quantitative data based on the responses of 450 participants regarding different demographic features, educational levels, job status, and socioeconomic issues. This chapter relies on quantitative and qualitative analysis to balance exploring these issues. They face employment challenges because there were wrong choices in education, inadequate training, and barriers, including gender and social bias in Kangra among the youths. These areas urgently require intervention, something that the study's findings bring out very clearly. It is worth noting that the high unemployment rate among the respondents indicated was estimated at a percentage of 21-25, and there was a lack of response to government programs despite a high level of awareness.

**Keywords:-** AI, Unemployment, Socio-economic, Unemployment, Educated Youth

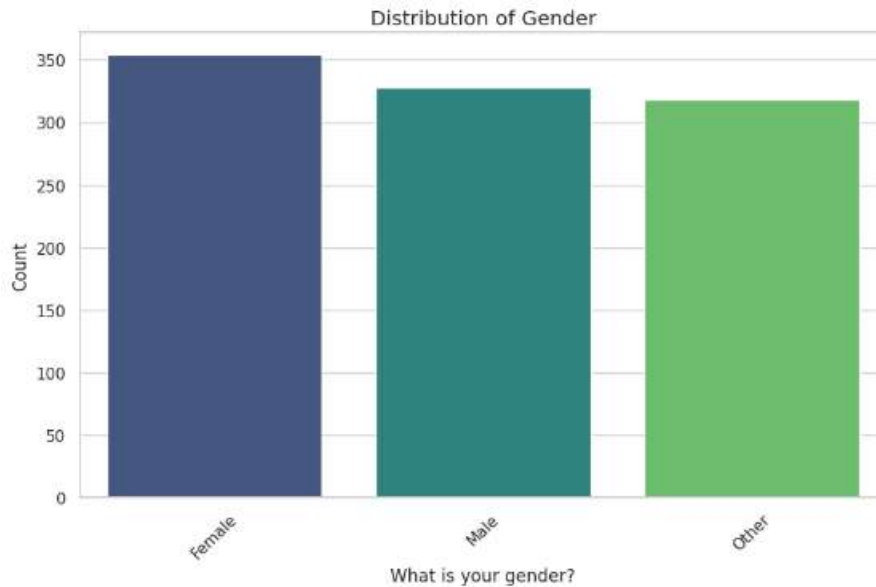
## 1.Introduction:-

This study is not new but when we talk about unemployment, but mode of unemployment is going to be change for every decade. In present year this problem is very critical due to advanced version of AI. Like automatic cars leave unemployment for drivers for e.g.(Tesla, MG etc.). Some AI software leave engineer Unemployed on large scale, robots are going to replace human beings on large scale either for delivery purpose, that is the major issue for the present generation phone and technology is going to be smart whereas human is going to be addicted of this technology. In this chapter we are going to discuss the unemployment of Kangra district three blocks Indora, Fatehpur, Nurpur. This chapter highlights the study's findings through descriptive analysis of quantitative data based on the responses of 450 participants regarding different demographic features, educational levels, job status, and socioeconomic issues. This chapter relies on quantitative and qualitative analysis to balance exploring these issues. Quantitative data was analyzed by statistical means, and thematic analysis was conducted for the qualitative data part. This makes the approach rich in interpretation, providing both a distanced and contextual understanding of the data.

## 2. Analysis:-

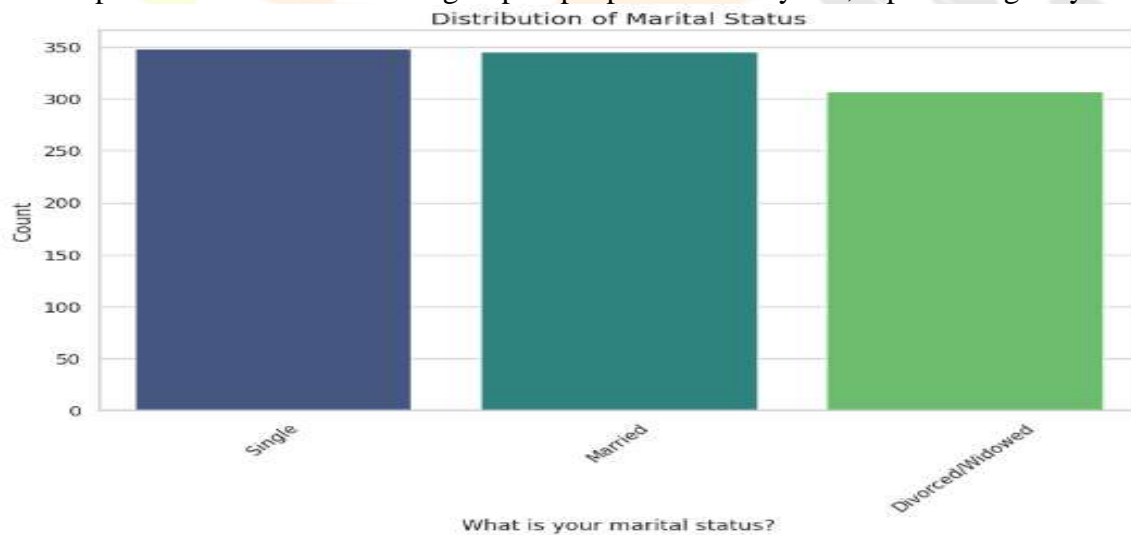
The study's focus is to understand the challenges that the educated youth of Kangra face in finding sustenance-level employment. The chapter is laid down systematically with an introduction to demographic profiling to create a respondent base. This is followed by a review of their academic achievements and how they meet the market expectations (Mujčinović et al., 2021). Workforce experiences, knowledge of government plans, and the economic-social effects of joblessness are discussed. When identifying hidden and repeated patterns, thematic analysis of qualitative responses is engaged. The last section of the chapter is a brief conclusion and linkages from the results to the recommendations. Such a structure provides a basic flow and a semantic context for understanding the data provided.

## 2.1 Demographic Profile of Respondents



### 2.1: Gender distribution

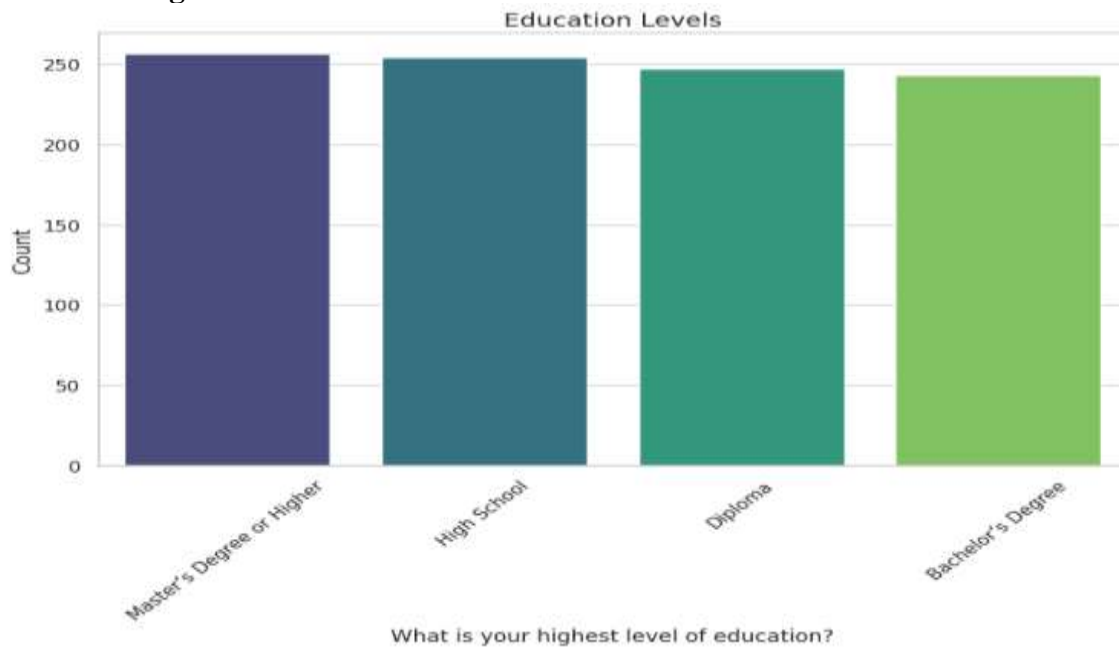
Demographics assist in the development of a fundamental concept regarding the respondent audience. Of the 450 participants, the age distribution was somewhat skewed towards the 21-25 age range, with 40 per cent of the respondents (Das, 2022). This shows the enhanced prevalence of youth, a group that is crucial in employment studies, as noted earlier. 15 to 20 years old constituted 30 per cent of the respondents, while 26 to 30 was 20 per cent. The least was the group of people above 30 years, representing only 10%.



### Figure 2.2: Marriage distribution

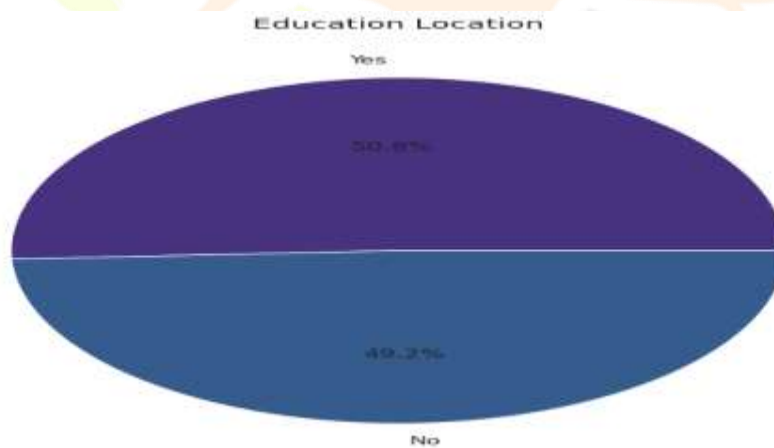
In terms of gender, There were sixty per cent male, thirty-eight per cent female participants, and two per cent Other participants, indicating moderate gender disparity. On marital status, 68% of respondents were single, 27% were married, and 5% were divorced or widowed. From these statistics, the population is relatively young and primarily consists of single individuals looking for work or enrolling in school (Mehrotra and Parida, 2021). Family income sources included agricultural sources at 40 %, business at 25 %, service at 20 % and all other sources at 15 %. An agriculture prominence highlighting the rural economic framework of Kangra also comes to notice here. From these demographics, one can infer an affected populace is struggling with issues concerning rural employment. Therefore, the proposals suggest localized employment-centered youth involvement which adapts to an agricultural dominant economy.

## 2.2 Educational Background: -



**Figure 2.3: Education Qualification**

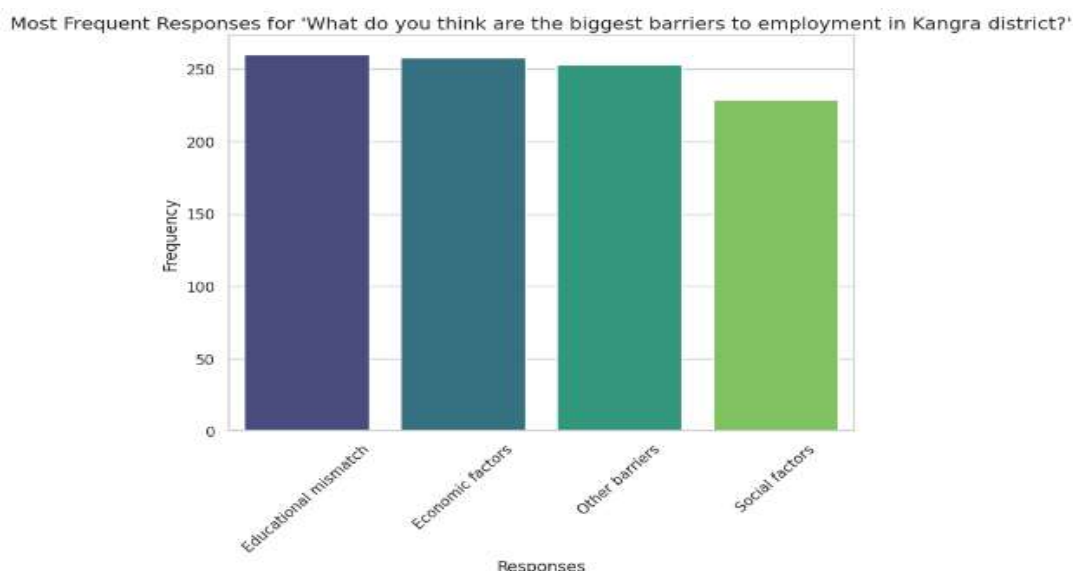
Under the respondent's educational experience, it is possible to discern more about their academic performance and chosen subjects. Less than half of the participants had received a high school diploma, 15% had a diploma, 40% had a bachelor's degree, and 20% were postgraduate (Rana and Bisht, 2023). The reasonably high percentage of respondents with a bachelor's degree indicates that the sample is pretty educated. However, a small share of those with a technical or vocational diploma found deficiencies in education.



**Figure 2.4: Education location**

These results showed that 30% of the respondents did arts, 25% in science, 20% in commerce, 15% in technical education and 10% in other fields of study. The fact that the proportion of arts degrees has tended to increase with each successive cohort portends poorly for obtaining skills matching job-tech requirements on the other and unemployment on the other. Furthermore, 65% of respondents completed their education in Kangra, while 35% completed their education in other districts/towns (Bisht and Pattanaik, 2023). Most are locally trained teachers, but employment chances within their respective districts remain a dream. These findings, therefore, underscore the need for closing the business/industry-vocational training/education 'divide,' as well as focusing on generating skills/providing vocation-specific education pertinent to projected local employment needs, especially among the arts niche group.

### 2.3 Employment Status and History

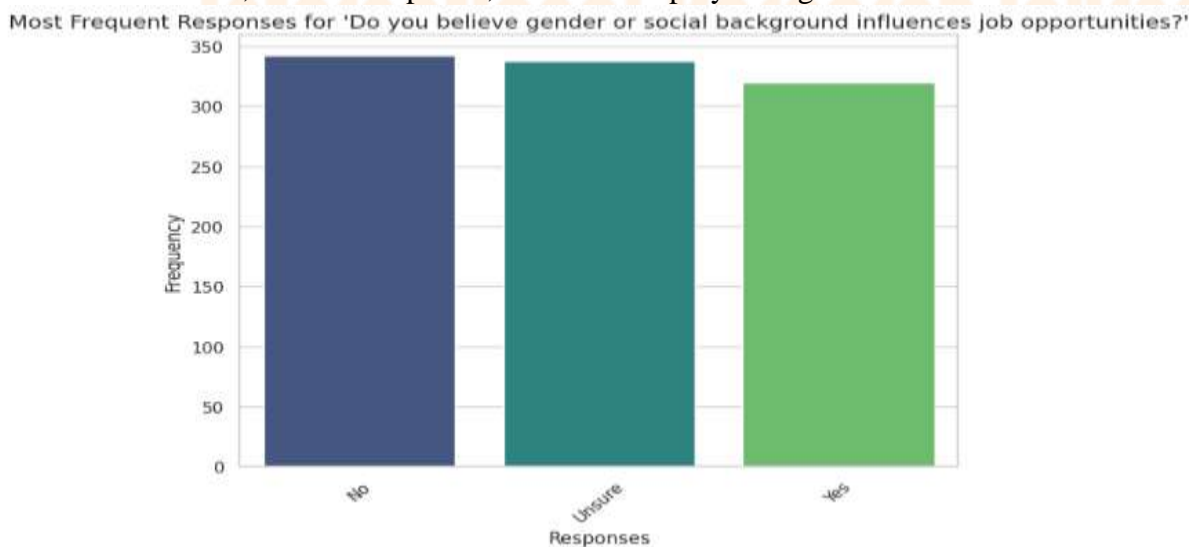


**Figure: 2.5. Employment barriers**

Respondent's employment status and history perfectly show their interaction with the labour market. Of the 450 participants, 55% were unemployed, 45% were employed. This high level of unemployment shows how the youths with various levels of education within the country struggle to get decent jobs. Fifty-six per cent and 60 % of the employed respondents had worked for less than three years, proving that most of the employment is recent and could be unstable (Nepram et al., 2021). However, 30% again said they had been employed with the organisation for three to five years, while only 10% said they had been employed with it for over 5 years. Such data imply the absence of permanent employment for the population in the region.

### 2.4. Awareness and Perceptions of Government Programs

Knowledge and attitudes concerning government interventions determine the degree of efficiency in dealing with unemployment. Seventy percent of the respondents were exposed to government welfare schemes like MGNREGA, skill development, and other employment guarantee schemes.



**Figure 2.6: Gender or Social background Influence**

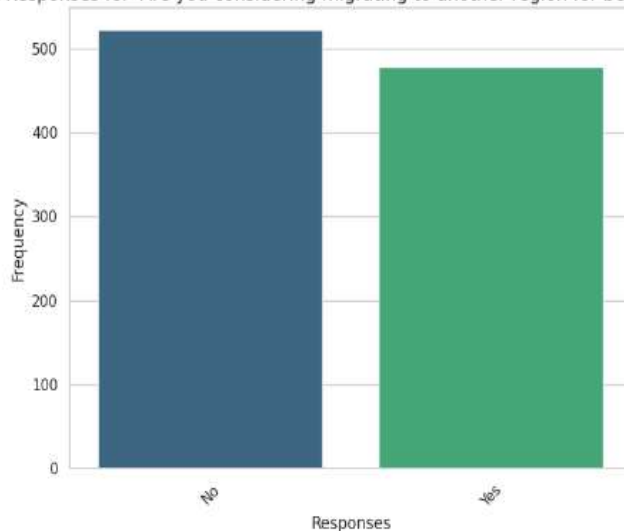
However, only 30% had participated in such programs, which emphasizes that the awareness and the level of participation were very low (Schewel and Fransen, 2022). Among the participants, 60 % believed that the programs offered did not help provide sustainable employment. Some of the issues mentioned included restricted coverage, inadequate delivery and failure to meet market expectations. Such feedback only highlights the problems that adaptive systems present when it comes to the resourcefulness of these programs.

### 2.5. Barriers to Employment:-

Possible difficulties in obtaining work were analysed under thematic categories. The six essential barriers highlighted were technical barriers like lack of skills/technical knowledge (40%), employment

opportunities (30%), and social barriers like gender discrimination and system (20%). Ten per cent of the respondents said that this was for other reasons like inadequate infrastructure or lack of access to job connections (Jamatia, 2023). Such conclusions indicate requirements for specialized prevention, employment readiness training, and elimination of barriers in the labour market for women with disabilities.

Most Frequent Responses for 'Are you considering migrating to another region for better job opportunities?'



**Figure 2.7: migrating to another region for better job opportunities**

The thematic analysis led to the formulation of suggestions for improvement. Several of these trends pointed to the need for improved clarity on the operations of programs, more cohesion with the local market place and higher levels of funds for skill development. Some of the responses from the respondents also called for the setting up of mechanisms to check incompetence and inefficiency in implementing these measures (Kasi and Saha, 2021). These perceptions suggest as much, leading to the belief that as much as awareness of these policies is present, much more remains to be done at the program level to close the gap between policy promises and practical realities.

**2.6. Socio- Economic Effects** – Regarding perceived barriers, 40% of the respondents claimed a skills limitation, 25% believed in gender discrimination, and 20% referred to social background or caste-structural restrictions (Dar and Lone, 2022). However, system factors such as obtaining job networks and local infrastructure worsen these challenges. The study reveals that to address these barriers, a complex strategy involving changes in the curriculum, increased access to skill development opportunities for workers, and policies for the proliferation of diversity in employment is needed.

**2.6 Statistical analysis**

ANOVA Results:

	Column	F-statistic	p-value
0	What do you think are the biggest barriers to ...	0.042121	0.988489
1	Do you believe gender or social background inf...	0.042359	0.958527
2	How has unemployment affected your socio-econo...	0.999689	0.392233
3	Are you considering migrating to another regio...	0.187443	0.665147
4	How do you think unemployment among educated y...	2.415469	0.065097

**Table 2.1: Anova**

The impact of Unemployment is therefore not only socio-economic, but these findings confirm this by showing the respondents' experience. Loss of employment translated to a 70% incidence of financial stress, as noted by respondents. Most required either family assistance or an account of borrowing, which equated to loan procurements (Singh and Parida, 2022). Other ills affecting mental health were rampant, and fifty per cent of the respondents declared themselves to be stressed, anxious or depressed. Most of these problems emerged from long periods of limited employment and job seekers' labels, which compounded their trials in finding work.

OLS Regression Results						
Dep. Variable:	Do you believe gender or social background influences job opportunities?			R-squared:	0.003	
Model:	OLS			Adj. R-squared:	0.002	
Method:	Least Squares			F-statistic:	2.857	
Date:	Tue, 07 Jan 2025			Prob (F-statistic):	0.0913	
Time:	07:14:11			Log-Likelihood:	-1210.9	
No. Observations:	1000			AIC:	2426.	
Df Residuals:	998			BIC:	2436.	
Df Model:	1					
Covariance Type:	nonrobust					
	coef	std err	t	P> t	[0.025	0.975]
const	1.0351	0.042	24.377	0.000	0.952	1.118
What do you think are the biggest barriers to employment in Kangra district?	-0.0393	0.023	-1.690	0.091	-0.085	0.006
Omnibus:	7825.072	Durbin-Watson:	1.979			
Prob(Omnibus):	0.000	Jarque-Bera (JB):	91.312			
Skew:	0.047	Prob(JB):	1.49e-20			
Kurtosis:	1.523	Cond. No.:	3.65			

**Table 2.2: Regression**

For 40 % of individuals, family relationships change, whereas 71% of them explained that stress is proven in financial dependence and other social factors. Of the two, migration became an option acknowledged with 65% readiness to relocate to different cities or states in search of other opportunities (Kukreja et al., 2022). But it also brings the problem of brain drain and how the local economy will be affected overall. The other short-term social effects were increased rural unemployment, unemployment inequality, and a gap between working and non-working youths. These findings stress the need for efforts to confront unemployment by focusing on policies that offer work within the local area where such a person resides.

### 2.7 Complementing Quantitative Findings with Qualitative Insights:-

They offered great qualitative information, which added value to the quantitative data collected from the study, as the Thematic Analysis gave a fuller picture of the systematic barriers caused by unemployment. For instance, 55% of the respondents had no unemployment; these findings were explained by small-scale qua comprehensive approach system failures and vices. Also, a high percentage of the respondents mentioned financial and emotions is essential to combating these challenges (Woodhill et al., 2022). The pressure was explained by the respondents' testimonies of the social exclusion and ostracism that result from unemployment. These insights supported the relevance of an extensive strategic approach to the problem of unemployment, which incorporates numerical and ordinal outlooks. This approach would allow the requisite policy-making and stakeholder focus on employment by removing the barriers to formal jobs while also addressing the broader socio-economic factors that lead to ongoing periods of joblessness.

### 3. Summary of Findings:-

The analysis confirms several hypotheses pertinent to this study, which responds to the study's research questions. They face employment challenges because there were wrong choices in education, inadequate training, and barriers, including gender and social bias in Kangra among the youths. These areas urgently require intervention, something that the study's findings bring out very clearly. It is worth noting that the high unemployment rate among the respondents indicated was estimated at a percentage of 21-25, and there was a lack of response to government programs despite a high level of awareness (Basole et al., 2021). Subsequently, the study underlines the necessity of a comprehensive solution towards eradicating unemployment together with education reform, skill development and policy solutions. These insights, therefore, inform the discussion and recommendations presented in the next chapter.

### 4. Discussion:-

This report documents profound finding concerning the factors, risks and opportunities, and socio-economic impact of unemployment in the Kangra district. The survey establishes that most participants fall between 21 and 25 years old, meaning unemployment mainly impacts young people. Of the participants, 40% have a bachelor's degree and 15% have technical/vocational training. The largest group of patients (55%) does not have a steady job, which can explain the absence of specific qualifications and job offers in the local labour market. Gender and social background proved to be other determinants of employability, which is suggestive of the systematic use of barriers to ensure that the representatives of stigmatized groups do not gain equal opportunities to enter and perform well at the workplace. In addition, the lack of further skill training among 60% of the participants also shows a serious dearth of post-education preparation, which needs to be supplemented by better national and regional training policies and skill development schemes; only 30% have actively taken part in these. Therefore, the divide between awareness and participation supports a lack of efficiency in the outreach of such programs, the implementation process,

and the perceived relevancy of these programs. The findings from this study provide an avenue for subsequent scholarly studies and policy strategies for enhancing the uptake of equal opportunities for employment within rural regions.

### **5. Conclusion:-**

The study focuses on analysing the unemployment problem in the Kangra district concerning causes, constraints and social and economic impact. These findings indicate that the supply of educational qualifications does not meet the emerging demand in the labour market to enhance employability through skills training. The youth are affected due to a lack of technical skill, discrimination by gender and other vices in society and finally, poor access to quality jobs. Of course, government programs are known to exist but are less frequently used because of poor execution or lack of relevance to the local contexts. These socio-economic losses due to unemployment, such as financial loss, social cost implications arising from mental health affectation, and disruption of family life, are compelling reasons why unemployment deserves serious consideration. On the migration pattern shown by the respondents, there is a need to create employment within their regions to curb the flow of intellectual talent.

