

STUDY ON UNEMPLOYMENT DUE TO IRREGULARITIES IN APPOINTMENTS IN INDIA

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ABSTRACT:-

Unemployment has been a constant issue for quite a long time, especially in India. One of the primary causes of unemployment is absence of suitable jobs for individuals; specifically, full time jobs. Everyday full time jobs are diminishing step by step because of low maintenance and easygoing work. Unemployment is a circumstance of joblessness which happens when individuals are without occupations. Existing segment conditions and development of a nation fundamentally impact the equilibrium of the workforce market with respect to the inventory of workforce. Labour deployed as above can be labelled as unfree, judged by the yardstick of the so-called 'freedom' that is supposed to be enjoyed by wage labour under capitalism. The migration of the population from the country to metropolitan settlement leads to unemployment in towns because of increment of workforce supply. Unemployment is a term referring to individuals who are employable and actively seeking a job but are unable to find a job. Included in this group are those people in the workforce who are working but do not have an appropriate job.

KEY WORDS :- Gross domestic product, Unemployment, Population, World Bank and Database

INTRODUCTION:-

Irregularities in unemployment is the major cause of the 20th century. Caste system and social stratification is the major factor which generated unemployment. Unemployment has been a constant issue for quite a long time, especially in India. One of the primary causes of unemployment is absence of suitable jobs for individuals; specifically, full time jobs. Everyday full time jobs are diminishing step by step because of low maintenance and easygoing work. Unemployment is a circumstance of joblessness which happens when individuals are without occupations. Unemployment is a proportion of the recurrence of joblessness and the equation for ascertaining the joblessness rate is the quantity of jobless individuals separated by the complete number of individuals in the regular citizen labour force. It is extremely hard to deal with the economy in a high pace of unemployment. Request and supply of workforce is the piece of the work market which is influenced by expanding and diminishing of business. Existing segment conditions and development of a nation fundamentally impact the equilibrium of the workforce market with respect to the inventory of workforce.

Prevention of corruption act 2018 and Mahatma Gandhi national rural employment guarantee act. According to the 'wage Fund Theory', wages of the workforce are fixed ahead of time but since the absence of capital, the producers choose just a few workforce which results in unemployment. The migration of the population from the country to metropolitan settlement leads to unemployment in

towns because of increment of workforce supply. Social components contribute in expanding the Unemployment, for example, de-evaluating societal position, topographical idleness, increment in the populace, and blemished training framework. There are some different variables like absence of involvement, professional unsuitableness, and disease and incapacity. Unemployment is reasons for less interest in items in the market.

Reasons for this unemployment is high population and the defective education system excessive burden in agriculture. Youth power boon or bane for any nation overnights. Workers wages and salary were reduced during the strike period. There is an obvious important approach between two concepts. By this many employers and businesses were disturbed.

Less interest in moderate pace of improvement and deferring speculations because of helpless exchange and trade and low/move venture from assembling and non-assembling areas. Geologically fixed status is another explanation of unemployment. Unemployment is the presence of a workforce in and out of the working force who is willing to work from the current wage and cannot find a job. Types of unemployment can be defined as voluntary unemployment, involuntary unemployment, frictional unemployment, cyclical unemployment, seasonal unemployment, technological unemployment, structural unemployment and hidden unemployment. The aim of the research paper is to study unemployment due to irregularities in appointments in India.

OBJECTIVES :-

- 1) To study the significance of economic growth and unemployment in India.
- 2) To understand the public's opinion on economic growth and unemployment in India.
- 3) To ensure that people are aware of economic growth and unemployment in India.
- 4) To understand the difference between India and other countries in relation to economic growth and unemployment in India.

LITERATURE REVIEW:-

Labour deployed as above can be labelled as unfree, judged by the yardstick of the so-called 'freedom' that is supposed to be enjoyed by wage labour under capitalism. ([Sunanda Sen, Jan - Feb 2016](#)). In Africa the dawn of political independence, which many countries experienced in the late 1950s and the early 1960s, ushered in political freedom but not economic prosperity. ([Alex Mwamba Ngoma 2016](#)). Elections in Imperial Germany were riddled with ample irregularities. But how pernicious were these violations of electoral integrity and infringements on voters electoral autonomy. ([Isabela Mares, 2018](#))

This article concerns the history of economic planning in India in the late 1960s, when a vigorous debate took place on the institutions, instruments and personnel of developmental planning. ([Medha Kudaisya May 2015](#)). The debate around labor reforms in India became prominent once again in the election that happened during May 2014. ([Anil Verma, 2014](#)). The Mahatma Gandhi National Rural Employment Guarantee Act has been one of the largest promotional social protection programmes in the Indian polity. ([Mushtaq Ahmad December 27, 2014](#))

The legislation embodies the true spirit of the Directive principle of state policy enshrined in the constitution of India by providing the right to work to the poorest sections of society in rural India. ([Denzil Fernandes, Jan 2015](#)). Trends to improve employment and unemployment in India as presented by the surveys of the National Sample survey office for the past decades, have raised a big debate. ([Indira Hirway Sept 15, 2012](#)). Youth is that power which can be a boon or bane for any nation . Energy is channelised properly and for constructive purposes, they can become pivotal for the development of the nation. ([Rozbir Singh Dalal January - March 2009](#))

Industrial violence is not new in India. Indeed, violence has been employed by all the three social actors workers and their organisations, employers or contractors and the agencies of the state in some form or the other. ([K.R. Shyam Sundar, October 13, 2012](#)). Unemployment is a term referring to individuals who are employable and actively seeking a job but are unable to find a job. Included in

this group are those people in the workforce who are working but do not have an appropriate job.([Piyadasa ediri Suriya, April 2017](#)). Good governance can change the destiny of a nation and its people . Public accountability and transparency are as relevant for one as for the other. ([Smita Shrivastaya, July,- September 2009](#))

Many employers claimed that business activities were disturbed by a labour shortage. Many companies big and small, employed foreign workers legally or illegally in order to overcome the labour shortage. ([Kazumichi Goka, 1999](#)). Demand deficient unemployment is the biggest cause of unemployment that typically happens during a recession. When companies experience a reduction in the demand for their products or services, they respond by cutting back on their production, making it necessary to reduce their workforce.([Horst Feldmann, July 2007](#)) . Unemployment causes workers to suffer financial hardship that impacts families, relationships, and communities. When it happens, consumer spending, which is one of an economy's key drivers of growth, goes down, leading to a recession or even a depression when left unaddressed.([Sowan Roy, May - June 2016](#))

Problem of unemployment relief only without any reference to insurance principles by others, that it was a problem to others.([I.M. Rubinow , April 1913](#)). Unemployment is an economic condition in which individuals actively seeking jobs remain un-hired.The problem of unemployment is a world-wide reality. ([Jack Reordan 2007 - 2009](#)) . Unemployment and the status of the economy can be influenced by a country through, for example, fiscal policy. Furthermore, the monetary authority of a country, such as the central bank, can influence the availability and cost for money through its monetary policy. ([Jeemal unni 2016 - 2017](#))

Workers do not get any salary or wages during the strike period they suffer from economic hardships. They become permanently or temporarily unemployed.([Ajit K. Ghose, Dec 3 2004](#)). Unemployment rate, which is dividing the number of unemployed people by the total number of people in the workforce, unemployment serves as one of the indicators of a country's economic status.([Satya Paul, October 30, 1993](#))

HYPOTHESIS:-

NULL HYPOTHESIS:-

There are no awareness or complaints filed under unemployment due to irregularities in appointments in India.

ALTERNATIVE HYPOTHESIS:-

There are awareness or complaints filed under unemployment due to irregularities in appointments in India.

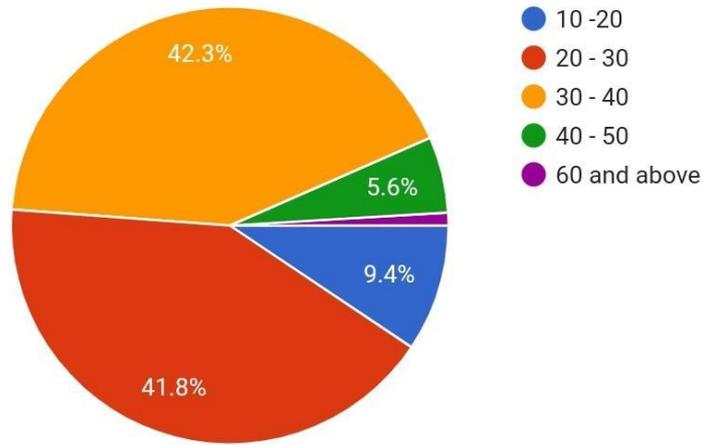
RESEARCH METHODOLOGY:-

The present paper was analysed through the non-doctrinal research methodology and empirical and descriptive method of research was used. The present analysis was made through a random sampling method where the survey was taken from common public, professionals, etc. The sample size in the present analysis is 213 samples, the independent variable in the analysis is gender, age, occupation. The research tools used in the present paper is chart analysis.

ANALYSIS:-

Age

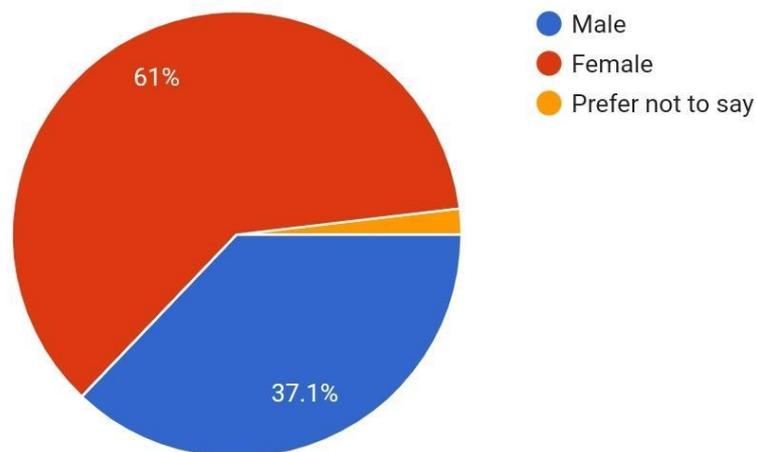
213 responses



Legend: Figure 1 represents the age distribution of the respondents.

Gender

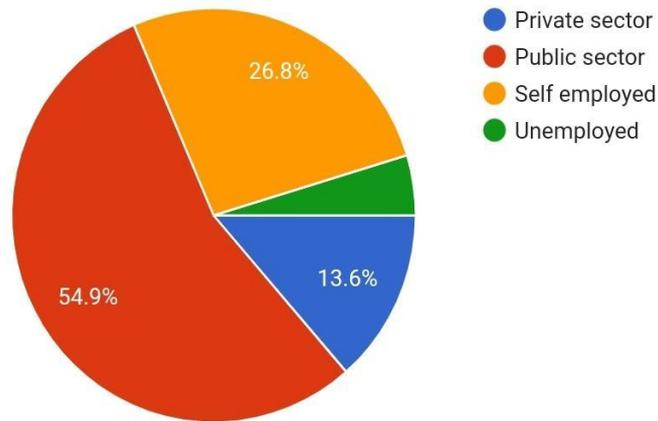
213 responses



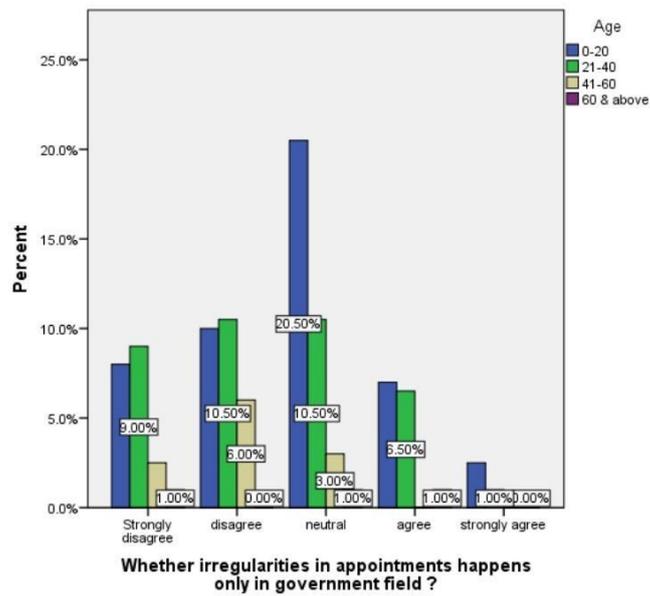
Legend: Figure 2 represents the gender distribution of the respondents

Occupation

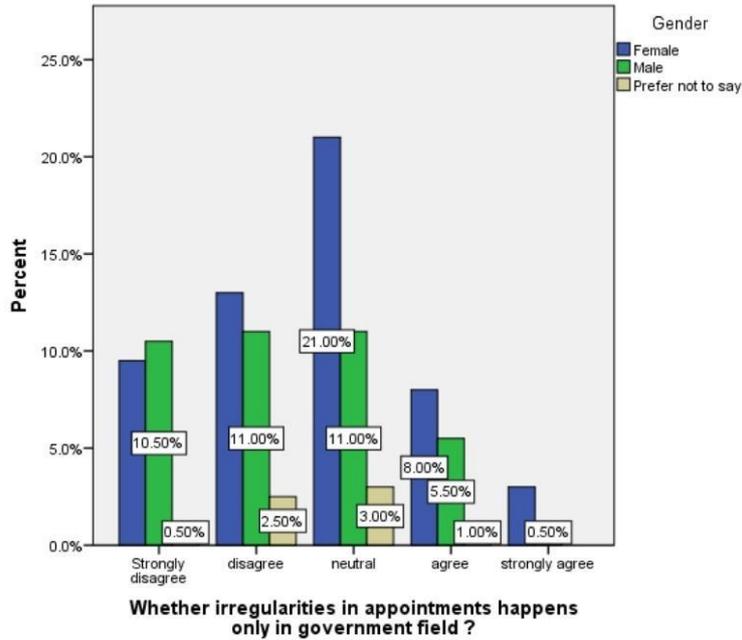
213 responses



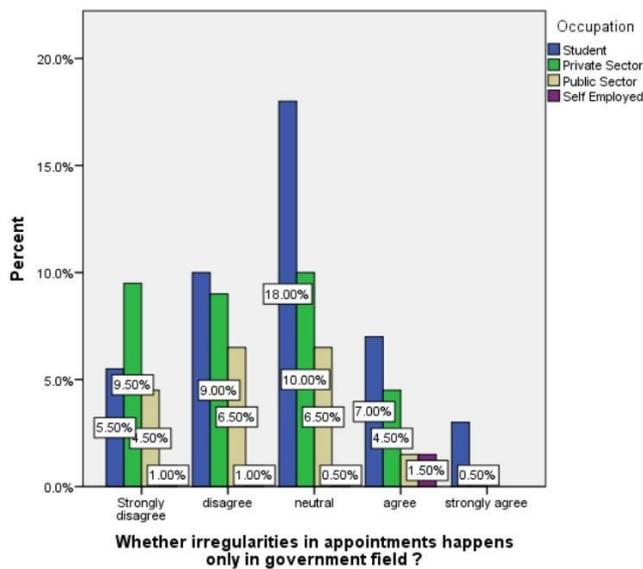
Legend: Figure 3 represents the occupation distribution of the respondents.



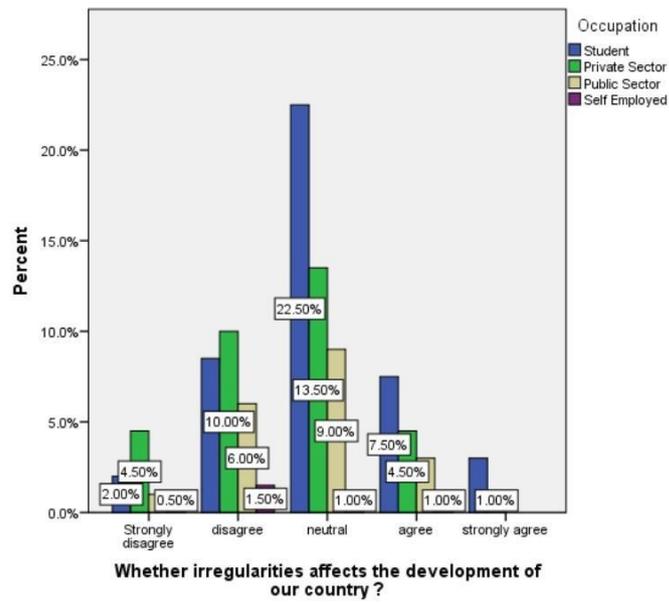
Legend: Figure 4 represents the comparison of independent variables with age.



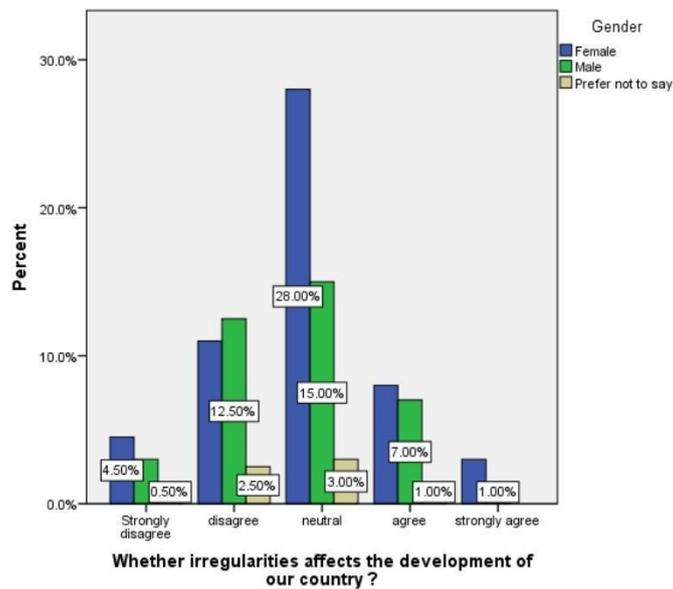
Legend: Figure 5 represents the comparison of independent variables with gender.



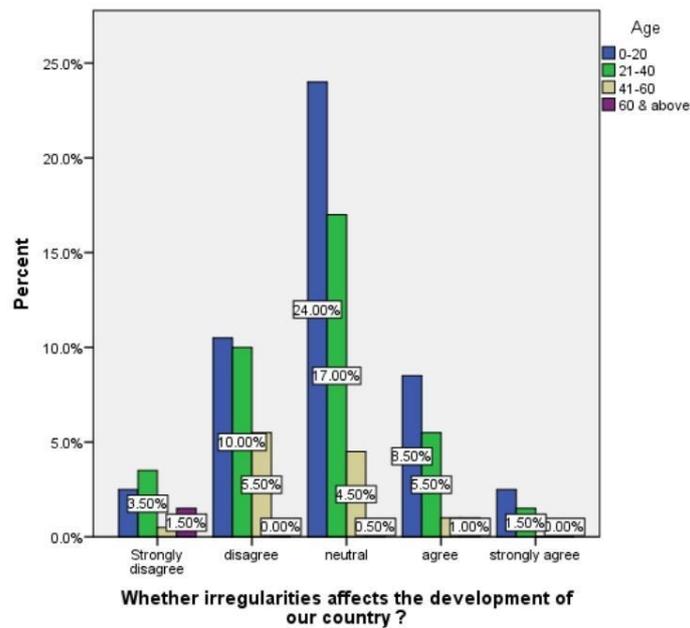
Legend: Figure 6 represents the comparison of independent variables with occupation.



Legend: Figure 7 represents the comparison of independent variables with occupation.



Legend: Figure 8 represents the comparison of independent variables with gender.



Legend: Figure 9 represents the comparison of independent variables with age.

LIMITATIONS:-

This research paper is based on prevention of corruption Act 2018 and Mahatma Gandhi national rural employment guarantee act. There are around 203 responses for this research. Unemployment due to irregularities is compared between India and Malaysia.

RESULTS:-

The majority in this chart are in the age group of 30 - 40 because people in this age group are aware of irregularities in appointments and answered this survey honestly whereas people above the age of 60 and above are not aware of irregularities in appointments. (Fig 1)

61% of the respondents are females and 37.1% of the respondents are male. In this chart majority of the people answered are female because they are aware of Irregularities in appointments compared to men and others. Because nowadays women are more socialised and skilled by gaining their knowledge. (Fig 2)

54.9% of the respondents are in the public sector 26.8% of the respondents are self employed 13.6% of the respondents are in the private sector and remaining are unemployed. In this chart majority are in the public sector compared to other occupations. Because nowadays they gain knowledge by involving themselves in various activities than others. (Fig 3)

10% of the respondents strongly agreed, 16.50% respondents disagreed, 35% of the respondents answered neutral, 7.50% of the respondents agreed, and the remaining 1% of the respondents strongly agreed. (Fig 4)

11% of the respondents strongly agreed, 13.50% of the respondents disagreed 35% of the respondents answered neutral, 14.50% of the respondents agreed, and the remaining 0.50% of the respondents strongly agreed. (Fig 5)

20.50% of the respondents strongly disagreed, 16.50% of the respondents disagreed, 25% of the respondents answered neutral, 13% of the respondents agreed and the remaining 0.50% of the respondents agreed. (Fig 6)

7% of the respondents strongly disagreed, 17.50% of the respondents disagreed, 46% of the respondents answered neutral, 13% of the respondents agreed and the remaining 1% of the respondents agreed. (Fig 7)

5% of the respondents strongly agreed, 15% of the respondents disagreed 46% of the respondents answered neutral, 8% of the respondents agreed, and the remaining 1% of the respondents strongly agreed. (Fig 8)

In this graph majority of the respondents are in the age group of 0 - 20 because they are aware of irregularities in appointments happening in the government field and the least number of respondents are in the age group of 60 and above they are not aware of irregularities in appointments. (Fig 9)

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	23.865 ^a	12	.021
Likelihood Ratio	23.650	12	.023
Linear-by-Linear Association	5.76	1	.016
N of Valid Cases	213		

a. 1 cells (2.0%) have expected count less than 5. The minimum expected count is 213.

Chi-square:

According to chi-square table, the Pearson value falls below 0.005 that is the value obtained is .000 Hence the hypothesis is null hypothesis and it is rejected and the alternative hypothesis is proved.

DISCUSSIONS:-

Majority of the respondents are in the age group of 30 - 20 and 20 - 40. Generally people in these age groups are aware of happenings of the country, they are getting a wider knowledge and they are aware of current trends. People in the age group of 41 - 60 are slightly aware of irregularities in appointments and people above the age of 60 are not aware of it. (Fig 1)

Generally majority of the respondents are females next is male and the least number of respondents prefer not to say. Because nowadays females are more talented than male they are involving themselves in various activities and gaining an overall knowledge about the unemployment due to irregularities of the country. (Fig 2)

The majority of the people who answered this question are in the public sector because they are aware of many things happening in and around the country so they easily answered the questions. People who are in the private sector are slightly aware that unemployment happens due to irregularities. Private sector and self employed persons are not that much aware of offences committed beyond India. (Fig 3)

In this graph majority of the respondents are in the age group of 0 - 20 because they are aware of irregularities in appointments happens in govt field and the least number of respondents are in the age group of 60 and above they are not aware of irregularities in appointments. (Fig 4)

In this graph female respondents are more compared to male because they are aware than male and involve themselves in various activities and answered the survey stating that irregularities also happen in government fields. (Fig 5)

Majority of the respondents are students because they gain knowledge through education and they are aware of irregularities in appointments and the least number of respondents are self employed. (Fig 6)

Majority of the respondents are students because they gain knowledge through education and they are aware of irregularities in appointments and the least number of respondents are self employed. (Fig 7)

In this graph female respondents are more compared to male because they are aware than male and involve themselves in various activities and answered the survey stating that irregularities also happen in government fields. (Fig 8)

In this graph majority of the respondents are in the age group of 0 - 20 because they are aware of irregularities in appointments happening in the government field and the least number of respondents are in the age group of 60 and above they are not aware of irregularities in appointments. (Fig 9)

CONCLUSION AND SUGGESTIONS:-

Females are more affected by unemployment when compared with male. AfDB et al. (2012) recognized that the metropolitan youth unemployment rate is to be in excess of six times higher than the rate in country territories. Sackey and Osei (2006) inferred that more seasoned companions are more utilized when contrasted with more youthful individuals because of high work market expertise. Sileika and Andriusaitiene (2006) portrayed that joblessness issue can be broken up with the inflow of direct unfamiliar venture and financial development. Generally irregularities in appointments happen only in government fields. Irregularities affect the development of our country. It should be reduced or abolished by making strict punishments. A higher official or authority should be appointed to check these unemployment due to irregularities in appointments in India. Because of this many youngsters are facing huge problems in our country. Hence this should be stopped and appointments should happen in a legal manner.

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