



**A STUDY OF YOUTH'S ASPIRATIONS ON EMPLOYMENT AND CURRENT
SCENARIO OF EMPLOYMENT IN INDIA**



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ABSTRACT

There are many issues are raised in the post COVID 19. One of the main issue is unemployment. Many business organizations, Banks, Financial Institutions are facing various kind of problem and one of the major problem is Unemployment among the youth. Youth have various kind of perceptions they have one of the perception about employment. After particular education, technology or practice they will get better job and opportunities such kind of perceptions they have but reality is very different. In the 21st century with the development in education, lifestyle, technological changes are some perception on this background among the youth especially urban area. Unemployment rate in February and March 2020 was 7.8% and 8.8%, respectively. Overall, India's employment was 37.6% in July 2020. In June, the employment rate was 35.9%, 29.2% in May and 27.2% in April. ... The LPR was at 40.7% in July compared with 42.7% for the whole of 2019-20. Out of these, 43.3 crore (94%) are in the unorganized sector and the remaining 2.6 crore (6%) are in the organized sector, according to a survey conducted by NSSO.

KEYWORDS

: Aspiration, Youth, employment, unemployment, skills, professionals etc

RESEARCH PAPER

Introduction

As per India's Census 2011, Youth (15-24 years) in India constitutes one-fifth (19.1%) of India's total population. India is expected to have 34.33% share of youth in total population by 2020. The share reached its maximum of 35.11% in the year 2010. The value of a country is assessed not by the riches or assets it possesses, but by its people. A nation may be wealthy, but what's more important than the actual wealth is the collective intellect and intelligence of the people who contribute towards earning that wealth. As you can see from this, wealthy nations can go to ruin if their newer generations are unable to keep pace with their forefathers and drive innovation and growth, and developing nations can boost their welfare with insightful planning and an enthusiastic youth. To quote the Prime Minister Shri Narendra Modi, a youth is one who works towards his future goals, unmindful of the past.

The youth of a nation determine how it shapes up a few years into the future; they are the future of the country, and their actions and inaction both contribute to the state of the Nation. In developing and promising countries like India, the youth of the Nation can contribute to its growth by exercising their franchise. India is proud of the fact that she is the world's largest democracy, for it to be governed efficiently; it has been done by people who are developed for this purpose. Bringing in positive change: India is challenged by various social ills. The youth of the country can use their education to battle the problems that plague the country - they can fight every social ill that keeps a nation down and prevents it from progressing at the speed it should.

A survey of Youth Aspiration was conducted and it is found that 63 percent of employed respondents find their jobs to be very or moderately satisfying. 30 percent report being unsatisfied with their jobs. There is the highest number of respondents working in the information technology, communications, industry and telecommunications which is the largest employer of the surveyed youth—report being 'moderately satisfied' with their jobs. However, more than twice the number of respondents report being 'not satisfied' with their jobs than those who reported being 'very satisfied'.

Objectives of the Study

There are following objectives of the study

- *To study the concept of youth aspiration of employment.*
- *To study the current status of employment of youth*
- *To study the constraints of aspiration of employment.*

Methodology of the Study

The employment is large level very broad concept and could not possible to assess by the small survey so the secondary data on employment is very useful for the study purpose so secondary data will be help in proper evaluation of aspiration of employment.

Limitation of the Study

The study is on employment at aspiration of youth and is interesting to study but it's too large concept to study and not possible at particular area. The study is based on secondary data only and the youth aspiration on employment in general not with particular job or industry.

Scope of the Study

The scope of the study is aspiration of youth on employment only. Youth have various kind of aspiration but study is focused only on related to employment and the study is covered aspiration at national level because the secondary data will be help to study aspiration at national level.

Youth in India

Youth, the population aged 15-24, constitute some 222 million and represent 20 percent of the Indian population (as per census of 2001). What is most important at this stage is that a large percentage of rural youth is migrating from rural areas to the urban. The reasons are not only economic but also socio-cultural. The lure and sheen of the cities more so of the metropolises is a big factor. They move out not only for education but also to create a new identity for themselves. Exposure to fast expanding ICTs have provided them new wings to aspire for anything and everything. However, on the whole, there is a great divide between the rural and the urban youth. While the rural youth belongs to Bharat, the urban youth is said to belong to India. While Bharat is identified with illiteracy, ill health, poverty and conservatism, India is identified with education, growth, development, abundance and forward looking mind-set and world view. This divide is reflected in all walks of life, whether it be the patterns of consumption or that of getting married and raising families. It also gets reflected in terms of informed sexual and reproductive choices and of course in levels of education, consumption, housing, medical facilities, job opportunities and the overall quality of life. As such, the youth both rural and urban may be aspiring for the sky from their respective perspectives but there are various kinds of challenges which both these groups of youth are facing in contemporary India. However, the challenges before them are different both in nature and character as well as in magnitude, and as such deserve the attention and research of the social scientists, particularly that of sociologists.

Youth Aspiration and Employment

There are number of aspiration of youth on the employment after getting a degree or professional education, youth expects the job or employment. There are some pre set mind of the youth about the employment. These aspiration are sometimes are match but not every time. That young people are very interested in entrepreneurship as a career. Existing data corroborates this fact, as India has witnessed a start-up boom in the last few years. But to channel the entrepreneurial spirit among India's youth towards substantive economic growth, the mentorship deficit, as revealed in the report, must be addressed. Interestingly, youth show cautious optimism regarding the gig economy. While they are open to taking on gig work as a way to India's youth are ambitious. They are also optimistic about future employment opportunities and cognisant of the implications of the dramatically changing employment landscape on their career aspirations and their preparedness to realise them. Supplement their income; they highlight concerns in pursuing it as their main source of income. There is a strong preference for full-time employment across genders, and the perceived lack of career progression in the gig economy is a deterrent. There is Misalignments between youth's career aspirations and industry demands. While enterprises expect the greatest increase in hiring in the next five years in sectors such as customer services, sales, information technology support, accounting and auditing, youth demonstrate more interest in pursuing sectors that companies expect less growth in. Youth also demonstrate a strong interest in moving across countries, states, and cities for employment purposes while companies are hiring locally. Further, while companies plan on hiring more contract works in the future, it is clear that youth would prefer to have employment contracts directly with companies. Finally, education and training choices as well as professional aspirations of youth are influenced by a complex set of social factors. While female expect education and employment aspirations are at par with those of male respondents' they face discriminatory biases in hiring and pursuing skills development opportunities, have less paid work experience than their male counterparts, and report feeling less prepared for their ideal jobs. Further, women predominantly report time constraints as the reason for not being able to take up additional skilling programmes. These factors, driven by socio-cultural norms, must be taken into consideration in the design and delivery future programmes. Here important point to a high level of optimism and ambition among Indian youth with regard to their future. India has the opportunity to build a productive and inclusive future of work in the wake of technological disruption. However, meaningful strategies for managing these transformations cannot evolve in isolation; the

expectations and aspirations of young India must be built into solutions for them to be successful.

Employment in the Current Scenario

After Covid19 the employment in India is in very difficult situations. Unemployment rate in February and March 2020 was 7.8% and 8.8%, respectively. Overall, India's employment was 37.6% in July. In June, the employment rate was 35.9%, 29.2% in May and 27.2% in April. 2020 The LPR was at 40.7% in July compared with 42.7% for the whole of 2019-20. According to CMIE, the employment rate is the best measure of the health of the Indian economy as it measures the proportion of the working age population that are employed. The employment rate was 39.4% in 2019-20. It dropped to 27.2% in April and stood at 30.2% in May after which it rose to 37.8% in October. One reason why such a large section of 'skilled' workers were out of the labour force could be the difficulty in finding a job. Around 33% of the formally trained youth was unemployed in 2017-18. Nearly a third of trained young men and more than a third of trained young women were unemployed. The unemployment rate among freshly trained youth, who completed training during the previous year, was even higher at 40%. With these high unemployment rates, it is likely that many young men and women have moved out of the labour force altogether after a fruitless job search.

Conclusion:

As discussed above the aspiration of Indian youth about the employment are observed and the current status of employment is also observed. After post covid the situation of employment is changed and there is also some extent the aspiration is also changed. The important issue is that the aspiration of the youth from their education, technology and skill is very high and as per their aspiration everything's should be matched or ached. The employment rate is also alarming in this situation not in India but at overall the world. The financial conditions of business and economy are critical. Unemployment rate in February and March 2020 was 7.8% and 8.8%, respectively. Overall, India's employment was 37.6% in July. In June, the employment rate was 35.9%, 29.2% in May and 27.2% in April. 2020 The LPR was at 40.7% in July compared with 42.7% for the whole of 2019-20. But the with the development in the technology, educational level and all these things are helps to youth that aspirations of the employment to keep the high and it will be achieved. The prospective of youth employment will be better as compare to the world.

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