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Pattern Of Current Employment Of Educated Youth In Agra

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Received-21.12.2024,

Revised-25.12.2024,

Accepted-30.12.2024

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Abstract: *Employment is a crucial aspect of economic stability and social development. In India, the employment scenario for educated youth has been a topic of concern due to the mismatch between education and job availability. Agra, a city known for its tourism and handicraft industry, has witnessed changes in employment patterns, especially among its educated youth. This paper deals with the study of pattern of current employment of educated youth belonging to the age group of 22-35 years of Agra district. This focuses on Employment among Different Age Groups, Current Employment, Employee tenure in a particular field, organization or job of educated youth.*

Key words : Employment Pattern, Educated Youth, Employee tenure, Job Market, Different sectors.

Introduction- Employment structure of a country is the backbone of its economic development. Indian economy has been witnessing sweeping structural transformations resulting in new employment trends and patterns. Dynamic mechanisms at the global and the national fronts have reshuffled the structure of labor market in India. Macroeconomic policies and mechanisms like Globalization, industrialization and urbanization have given a new direction to employment structure in the country. Striking trend reversals in employment patterns was a key feature in the past decades.

A country's youth hold the key to its future. The adage that India's young population is the world's future will only be accurate if we can capitalize on the current demographic divide. Numerous factors need to be investigated because they control their growth at the underlying level. They fall under the socioeconomic status category. Researchers, social scientists, sociologists, economists, and others use it as a catch-all phrase to characterize the social and economic status of a person or group.

In this backdrop, it becomes worthy to analyse the determinants that influence young brigade of the country in being employed in their respective occupational sectors and explore the current trends in their employment pattern. Since employment is an umbrella term which includes numerous aspects in itself, this study has tried to delve into related insights and traversed through their journey to study the employment pattern among educated youth in Agra district.

Literature Review-

Yoshifumi Usami, Vikas Rawal (2018) : The study found that although bulk of workers with little or no education were employed in agriculture between 2004-05 and 2011-12, contraction of agricultural employment caused workers with higher secondary education to leave agriculture, in addition to some of the workers with low levels of education. Construction sector employed workers with the lowest educational attainment.

Sandhya Mahapatro (2017) examined the determinants of choice of sector of employment among women. The findings revealed that instead of increase in the level of education, women participation was higher in informal employment, the major reason being absence of jobs in the formal sector.

Thus, journey of youth starting from educational attainment to work transition, status of current and previous employment were studied. Also the study analysed the pattern of saving, movement among youth for seeking job, constraints faced by them and last but not the least improvement in their standard of living as a result of their employment was examined.

Study Area- Agra District, located in the state of Uttar Pradesh, is one of India's most iconic regions, primarily due to the presence of the Taj Mahal. It lies in the Braj region and is part of the Agra Division. The district is an administrative and cultural hub with a mix of urban and rural areas. It has a rich historical past and a promising future growth and modernization can be foreseen in the city as well. It is also turning up to be a youth hub as the inflow of young crowd is increasing in the city and thus the present study concentrates on various dimensions of youth employment patterns.

Hypotheses-

1. The average age of educated youth does not differ significantly across employment sectors.
2. The sector of employment of educated youth is not significantly associated with respect to tehsils in the study.
3. There is no significant difference in the average job tenure of educated youth across tehsils in the study.

**Methodology-**

Sampling Design: The sampling design of the study is based on the Multi stage sampling. There are Six tehsils in Agra district. 3 tehsils namely Agra Sadar, Etmadpur and Kiraoli were selected by following purposive sampling method. Second stage of sampling involved selection of educated youth in the study area. Snowball technique was used to select respondents who have been employed and belonged to the age group of 22-35 years and had graduation or above qualification. For this purpose, 400 respondents will be selected from Agra district. Further, in order to analyze the regional disparity, 200 respondents from Agra Sadar tehsil, 100 respondents from Etmadpur tehsil, and 100 from Kiraoli tehsil were selected for the proposed study.

Data Collection & Analysis Of Data: The necessary primary data were collected through well designed questionnaire. A huge quantum of relevant and required literature was collected through secondary sources like journals, local publications, websites, newspapers, survey reports and government reports etc. related to youth employment patterns and allied issues. Data collected were subject to analysis so as to derive interpretations to meet our objectives. Primary data were tabulated and transferred to the computer. Responses of 400 educated youth were entered in an excel sheet which was further transformed into user friendly format through the method of coding. In the next step, this data on the excel sheet was exported to SPSS software and the necessary tools and techniques were then applied. These tools and techniques will be used for data analysis: Weighted Mean, Chi-Square Test, Likert Scale Technique, Parametric Statistical Technique: One Way ANOVA.

Employment Among Different Age Groups- Employment structure of each age cohort has different set of characteristics. The aspirations and requirements of each age group varied depending upon a spectre of associated variables.

Table-1: Employment among Different Age Groups

Age	Employment Sectors						Total	%
	Service	%	Self Employed	%	Agriculture	%		
22-25	52	20.9	15	13.60	3	16.70	70	18.60
25-28	76	30.50	20	18.20	3	16.70	99	26.30
28-31	58	23.3	20	18.20	7	38.90	85	22.50
31-35	63	25.3	55	50.00	5	27.80	123	32.60
Total	249	100	110	100	18	100	377	100

Table-1 showed that highest proportion of youth employed in the service sector (30.50%) hailed from the age group of just 25-28 years whereas a mature age cohort (31-35 years) was found to be predominant in the self employed sector. Maximum young individuals in agricultural sector were found to be of the ages between 28-31 years (i.e. 38.90%). Majority of individuals in the youngest age cohort (22-25 years) were found to be employed in service sector as compared to the other sectors of employment. In order to assess whether there existed a significant difference in the mean age of educated youth between the three sectors of employment, Test of One- Way ANOVA was applied. The results in the table-2 showed that with p value=0.002, it is significant at 5% level of significance. **It means that the null hypothesis-1 was not accepted.** In other words, there was a significant difference in the average age of educated youth between the three sectors of employment.

Table-2: Average Age across Employment Sectors

	Sum of squares	Df	Mean square	F value	P value
Between groups	10.748	13	0.827	2.616	0.002
Within groups	114.711	363	0.316		
Total	125.459	376			

The findings revealed a trend among educated youth belonging to different age groups. In the initial years of their employment (average age 28.69 years), they prefer to work in the most lucrative sector i.e. services which has expected growth rate of 8.3% in 2017-18 and continues to be the key driver of economic growth in the country (**Economic Survey 2017-18**). It indeed emerged out to be a major employer of fresh individuals who have completed a certain level of education and are ready to step in the world of work.

Gradually, when they become mature, they prefer to be self employed either by making a switch between occupational fields from service sector to self employment.

Nature Of Current Employment- Nature of current occupation gives an insight about what kind of occupational pattern are being prevalent in the area under study.

Table-3: Nature of Current Employment

Nature of current employment	Tehsil						District	
	Agra Sadar	%	Etmadpur	%	Kiraoli	%	Total	%
Full-time salaried employee	137	74.46	46	47.42	49	51.04	232	61.54
Part-time salaried employee	3	1.63	4	4.13	5	5.21	12	3.18
Full-time self employed	44	23.91	47	48.45	42	43.75	133	35.28
Total	184	100	97	100	96	100	377	100

Table-3 described the nature of current occupation of youth of Agra district. The findings suggested that individuals were more involved in full time salaried employment (61.54%) followed by those who were full time self employed (35.28%). Only 3.18% of youth were found to be working on part time basis. Tehsil wise analysis showed that full time salaried employment was more prevalent in Agra sadar tehsil where 74.46% youth were working full time. Maximum number of self employed youth who worked full time (48.45%) was found to be present in Etmadpur tehsil.

Pattern Of Current Employment (Tehsil -Wise)- In the course of development in the world of work, patterns of occupation have also changed from time to time. The agricultural share in total employment has declined from 44 per cent in 1991 to 28 per cent in 2018 at the global level (World Employment Social Outlook: Trends 2019, ILO). Generally, economic progression of a country moves from agrarian to industry and then to service economy but India is said to have followed a different path of economic development which is primarily Service led growth. Thus, this issue is a matter of prime concern and was intrigued in this study.

Table-4: Pattern of Current Employment (Tehsil -wise)

Employment Sectors	Tehsil						District		χ^2 Test of Independence
	Agra Sadar	%	Etmadpur	%	Kiraoli	%	Total	%	
Service	141	76.63	53	54.64	55	57.29	249	66.05	$\chi^2 = 21.667$ df= 4 P value= 0.000 H0 not accepted Significant at $\alpha = 5\%$
Business	39	21.20	39	40.21	32	33.33	110	29.18	
Agriculture	4	2.17	5	5.15	9	9.38	18	4.77	
Total	184	100	97	100	96	100	377	100	

The Data presented that a major proportion of educated youth (66.05%) were found to be employed in service sector followed by those who are self-employed (29.18%). Only 3.75% educated youth were self-employed in agricultural sector which indicated that youth entry into the agricultural sector had been curtailed. There were found to be only 3.25% professionals in the sample and also the educated youth who worked as laborers were found to be only 0.75% of the total sample. Agriculture was found to be more profound in Kiraoli with 9% youth as self employed agriculturists whereas there was only 0.50% presence in Agra Sadar. Self employed youth were more in Etmadpur (39%) followed by those in Kiraoli (32%) and Agra Sadar (19.5%). This shift from agricultural sector to service sector is the peculiar characteristic of Indian economy. Service sector nowadays is the lifeline of economic development. Growth of this sector has drawn global attention and the reasons behind it are attributed to the increase in liberalization, urbanization and privatization and more demand for final consumer services.



In order to find out whether employment sector varied significantly across the three tehsils, Chi-Square Test of Independence has been applied. Results are as shown in Table-2 With p value=0.000, it was significant at 5% level of significance. **It means that the null hypothesis-2 was not accepted.**

As far as sectoral employment at different geographic locations is concerned, it has been a proven fact that some occupations are more likely to be concentrated in particular areas. Previous studies found that the main reasons for such occupational concentration in a specific geographical location is mainly due to density of population, availability of natural resources, and a particular type of work that is peculiarly performed in that area. Results of this study also indicated that educated youth entrants have entered in the service sector and that there is visible shift of employment avenues from agricultural to service sector in the district.

Job Tenure - Employee tenure in a particular field, organization or job is considered to be an important indicator of human capital. It is said to be comprised of experiences (personal, educational, and professional) which helps enhance his value and success. It is also a contributing factor towards youth's performance in his job. In other terms, it is the stability of a young individual in his current occupation/job that affects his career and employment performance. This study tried to analyse the stability of educated young individuals in their respective occupation among the tehsils as well as across their current sectors of occupation.

Table 5 : Tehsil-wise Job Tenure

Job Tenure	Tehsil						District	
	Agra Sadar	%	Etmadpur	%	Kiraoli	%	Total	%
Upto 2 year	87	47.28	26	26.80	51	53.13	164	43.50
2-4years	38	20.65	30	30.93	19	19.79	87	23.08
More than 4 years	59	32.07	41	42.27	26	27.08	126	33.42
Total	184	100	97	100	96	100	377	100

Duration of one's occupation helps determining his/her stability of employment. Table-5 showed that 33.42% of educated youth were found to be employed in the current occupation for more than four years. There were 28.92% youth who recently joined their current occupation within a year. Maximum youth in the district were thus found to be more stable in their employment. Tehsil wise results revealed that maximum stability was seen among the youth of Etmadpur (42.27%) followed by those of Agra Sadar (32.07%) whereas in Kiraoli, there were found highest number of new entrants in the current occupation (38.54%).

Table-6: Average Job Tenure (Tehsil-wise)

Tehsils	Average Job Tenure (in years)	Std. Deviation
Agra Sadar	3.60	1.667
Etmadpur	3.68	1.504
Kiraoli	3.42	1.663

In order to assess whether there existed a significant difference in the average job tenure of employed youth across the three tehsils, Test of One- Way ANOVA was applied.

Table-7 : One Way ANOVA for Difference in Average Job Tenure Across Tehsils

	Sum of Squares	Df	Mean Square	F value	P value
Between Groups	0.586	4	0.147	0.211	0.932
Within Groups	258.873	372	0.696		
Total	259.459	376			



The results in the table-7 showed that with p value = 0.932, it is not significant at 5% level of significance. **It means that the null hypothesis-3 was accepted.** In other words there is no significant difference in the average job tenure of educated youth across the three tehsils under study.

Conclusion- One important source of income is employment. The economy has always undergone some changes, with young people being the most impacted. Age cohort study showed a distinct tendency among young people: younger people (ages 22 to 25) were mostly engaged in the most profitable industry, which is services, whereas older and more seasoned people favored self-employment and agriculture. The service industry has demonstrated the need and desire for young people with more education, although a graduate degree is sufficient to work as an independent contractor or as an agriculturalist.

A welcome change was observed among those employed in agricultural sector that majority of them showed inclination towards this sector even after attaining graduate degree. The perceived picture of Agra district as an education hub appeared to be faded as educational attainment of majority of youth was only up to graduation. Early entry into the world of work, financial shortage and getting married obstructed them from attaining further education. Commerce and management streams were the most preferred ones by the youth. Service sector was dominated by those who hailed from management stream while those self-employed were majorly from commerce background. More number of married individuals in employment reflected their need to fulfil increased family responsibilities on their shoulders as compared to the individuals in younger age cohort. Urbanization was found to negatively impact the existence of joint family systems as majority of youth hailed from nuclear families. Waiting period for job (time-gap) was independent of geographic location which pointed towards lack of basic educational and employment oriented facilities. It points towards the inability of educational institutes to produce skilled and employable youth.

Although the district depicted a favorable employment situation, with the majority of educated young employed, our investigation revealed the modern paradox of educated unemployment. One of the main traits of young people is their frequent job switching. However, youngsters with longer job duration showed steadiness in their jobs. There was a drawback to this consistent tendency. The majority of young people were unhappy in their existing jobs and were unable to change since they could not find jobs that suited them. Young people working in the service industry exhibited greater instability, which suggested that their low-level job arrangements were the cause of their discontent.

Higher proportion of females among unemployed youth reconfirms their preferred domestic roles and responsibilities as mentioned in most literature, available. Also, it constituted the major reason for low female labor force participation. The trends at macro level signifying service sector to be the major employer were observed in the district as well. Service sector has become the lifeline of economic development. A clear demarcation persisted among the tehsils. Employment in Agra Sadar was dominated by service sector while self-employment was a peculiar feature in Etmadpur. Agriculture was more profound in Kiraoli.

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