

Higher Education and Employment: A Discussion

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Abstract: The higher education and employment are two alternative approaches to promoting them for general 'employability' skill and that of linking higher education courses for professional formation are examined and contrasted, particularly from the point of view of practice on the one hand and nations of a critically evaluative stance within the higher education. Higher education and employment have much to do with each other. Employers recruit graduates; individuals seek to enhance their future career through higher education. The employability of Indian youth has emerged as a major concern in recent years. Ironically, it not just the uneducated and untrained that lack skills but it is also the educated that consistently lay between the required standards. It explores the

development of the employability agenda in higher education, examines the nature and implication of organizational changes for graduates will need in the next decade. At present, there is a dire need in India to change the structure of higher education system and need for expansion of the educational scale along with vocationalisation of education to create a more robust system which corresponds with the needs of the market. Additionally, govt. should not depend only on the creation of new jobs as a solution of unemployment problem, but should promote the development of entrepreneurship among the youth of India. According to the latest research by the National Sample Survey Organization, the creation of jobs in India over the past years was limited, specifically in the agricultural sector, and there was a vast withdrawal from the labour force. Private universities and distance learning institutions are rising in number and popularity, as state institutions are unable to meet the increased demand for higher education since the 1990s. The higher education offered by private institutions of higher learning is motivated by profit rather than in accordance with India's employment market.

Keywords: Higher education, Employment, Skill, Entrepreneurship, Employability.

Introduction: Higher education and employment are tightly related to each other. The changes in the structure of the education sector directly impact the employment sector. Day by day in India the rate of unemployment is increasing or rate of employment is decreasing. The concern for employability is growing more year after year with the improvement of education on the magnitude of new reforms. Due to the lack of encouragement towards entrepreneurship, the rate of unemployment lies in higher education. Even though there is a trend towards professional courses in India, the concept has yet to grow in popularity.

India is the third largest higher education system in the world after china and the United States of America. The higher education image of India is made up of govt., state and private run institutions. As of 29 June 2017, the UGC list 47 central universities where the education is meant to be cheaper. Also, there are many state universities in India. Other universities like 123 'Deemed university' (as of Feb,2017) got their university status from the UGC, and were initiated by private economic initiatives, though financed by government funds. The private universities and distance learning institutions are increasing.

Methodology: The paper is basically based on secondary data. Secondary sources include the books, journals, magazines, news papers and

other published materials of the government office of India.

Education: Education is very important for employment. Still India has to face many educational problems. Indian has a huge shortage of teachers. According to a study by UNEPA, India is short of 1.2 million teachers. The children in the age 6 and 14 years who do not attend school are 42 million. The study also indicates that 16% of all villages do not have primary schools and 17 % of schools employ only one teacher. Students dropping out of school represent a serious problem to the Indian education system. The reason behind the dropping out of school is poor financial condition. Among the dropped out children, as stated by a survey 60% of the children responded that they need to supplement income through household work and another 30% of the children stated that they work to help financially their families.

Apart from the problems in primary education, the higher education system has grown rapidly in India since 1990s. The India higher education system is one of the largest education systems in the world. The crucial role in funding and supporting higher education has played by the government; however, the structural needs of the Indian market are not always met. According to University Grant Commission, in 2008-09, 43.07% of the degree

student in the Indian higher education system are enrolled in the arts, 19.15% in Science, 18.23% in Commerce, 2.10% in education and 2.80% in

Law. The number of students in Laws and education is very low.

Students Enrolment-Faculty-Wise (2008-09)

SL. No	Faculty	Percentage to total
1	Arts	43.07
2	Science	19.15
3	Commerce	18.23
4	Education	2.10
5	Engineering	9.63
6	Medicine	3.27
7	Agriculture	0.59
8	Vet. Science	0.16
9	Law	2.80
10	Other	1.00
Total		100.00

The number of universities and colleges has students experienced an exponential growth. However, student enrolment rates in colleges and universities have grown at a slower pace. The Indian government's "Education for All" allows each child between the age of 6 and 14 years the right to education. At present, the efforts of both central and state in the education sector mainly focus on the problems at the primary and secondary level, not at the higher education lever. Changes in the higher education sector are more or less left to private initiatives. At present most

of the students opt to private institution as a result of decrease in the quality of education in public institutions. In the words of former Prime Minister Dr. Manmohan Singh: "Our university system is, in many parts, in a state of disrepair. In almost half the districts in the country, higher education enrolments are abysmally low; almost two-thirds of our universities and 90% of our colleges are rated as below average on quality parameters. I am concerned that university appointments have been politicized and have

become subject to caste and communal considerations” (2009).

Employment: Employment is a relationship between two parties, where work is paid for one party which may be a corporation, for profit, non-profit organization, co-operative or other entity is the employer and the other is the employee. Employment is most essential for development of a country. Employment provides self-reliance and independence which is very essential for development at all the levels viz. individual, social and national level.

According to International Labor Organization in 2016, the number of jobless in India is 17.7 million and will increase to 18 million by 2018. The increasing trend of unemployment in developing countries is due to the rise in population. The world need will need 500 million new jobs by 2020, as suggested by population projections.

For getting employment, individuals must have the employability skills which may vary from organization to organization due to region, sector and occupational structure. Employers were first looking for young people coming into the work force to be educated, numerate and able to communicate well. They also considered attitude as important and were seeking staff that would arrive promptly, show commitment and bring keenness to their jobs. Employers said that they were prepared to invest in individuals

during the first five years to help them develop more, refined work related skill.

India is facing a rise in unemployment i.e., fall in employment over a long time. The various reasons for increase in unemployment are stated below-

- (a) The most important cause of unemployment problem in India is the high rate of population growth.
- (b) High pressure of population on land and the primitive methods of agricultural operations are responsible for rural unemployment.
- (c) The prevailing education system in India is full of defects as it is unable to provide technical and vocational education to all. As a result, every year many graduates, post-graduates cannot avail suitable jobs.
- (d) Another important reason for rise in unemployment is the slow rate of growth of the economy, which in tune, are not able to absorb the increased labours.

Relationship between Education and

Employment: One cannot underestimate the value of education in employment and employment for a healthy, productive and peaceful society. Quality education provides more employment. Education plays a crucial role in the employment sector to raise employment. One way to raise the employability and promote creation of job is to develop the quality of

education. Education provides overall economic growth by increasing the efficiency of the labour and thereby promotes higher rates of labour productivity. Higher the productivity of labour, higher will be the demand for labour. Education can improve the ability of the labour which is necessary in the market.

In most of the education systems, there is absence of innovative thinking, communicational skills, problem solving and other soft skills. Also, there is absence of entrepreneurship knowledge. In order to overcome this situation, both the public and private sector need to work together and minimize the benefits of education which will lead to increase in the employability of youths. This collaboration between the public and private sector could make the equality between the demand for and supply of skilled labour in the market and would also allow the system to operate in a favourable environment.

During the last 30 years, there has been a massive growth in the Indian employment sector. The percentage of individuals engaged in agricultural sector is continuously decreasing and the individuals in industrial sector are increasing. Still majority of the population is engaged in agriculture. In most of the developing countries, immobility of labours due to social reasons keeps them out of employment. Education can mobilize the work force so that jobseekers can have employment. As suggested by the work participation statistics, more than 50% of India's

women are not actively involved in salaried labour. Making higher education and high-quality vocational training more accessible to women would go for a high growth in the country.

Entrepreneurship and Employment:

Entrepreneurship plays a vital role in increasing employment. Policies that encourage the growth of small business and end the role of entrepreneurship in the market are considered to be tonic for the economy. Entrepreneurship has often been a sole factor to promote economic growth in developing countries like India. It also serves as an important way for solving poverty related problems. It is evident that entrepreneurs create more jobs than non- entrepreneurs. Entrepreneurial activities promote the growth of new enterprises. The establishment of more and more small and medium enterprises (SMEs) results in the creation of more jobs.

Innovation is another one of the important factors in promoting economic growth in developing countries. Innovation is necessary as it can result in more high-value productivity chains and technical change, leading to a wider range and better quality of goods and services. Entrepreneurship forms the part of the process in shifting developing countries from factor-driven economies based on natural resources and unskilled worker, to innovation-driven economies which compete by providing new and unique goods and services.

Conclusion: The growing unemployment and social problems can be resolved through a rapid structural change in the higher education. There is absence of quality education in most of the universities and colleges. Hence, the government institutions should adjust with the generation and provide attractive and quality education to the students so that they can acquire the skills for employment. Also the high quality vocational training is not available to a large part in India. Most of the educated individuals are not getting

job due to absence of vocational knowledge. There should be a simultaneous development among all the groups of people. Lack of entrepreneurship consciousness among people also one of the important barrier in reducing unemployment. The concerned authority should encourage the small and medium enterprises at the village level. If a country is educationally developed that means the country is economically developed. Through proper education, all the sectors of the economy can achieve their goal.

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