

Mini Project Report

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By

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CERTIFICATE

This is to certify that the dissertation entitled “Mini Project Report” submitted by **Kancham Srujana Sree** bearing Id.No.**R170001**, in partial fulfillment of the requirements for the award of Bachelor of Technology in Computer Science is a bonafide work carried out by her under my supervision and guidance in the academic year **2021-2022**

The dissertation has not been submitted previously in part or in full to this or any other University or Institution for the award of any degree or diploma.

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Chapter 24

Unemployment and Underemployment : Prevention and Counseling Implications

Introduction :

In this chapter we are going to learn about the present situation of world in the view of unemployment and underemployment. The suggested steps to be taken to overcome their effects. From the past few decades the world undergone many changes in the view of technology, societal, political changes. Which results in the increase of unemployment and underemployment. This unemployment is not a problem of some particular group of states or a particular country or a group of countries. This is a problem where all the youth is present. This is a problem where all the youth is facing worldwide. Many Psychologists, career counsellors are working to face or reduce this problem. Career counselors have their own part to play an important role in the view of understanding the effects of unemployment and underemployment of peoples mental health; prevention of unemployment and underemployment; reducing the effects whenever possible.

Conceptual Background

Under this heading author Steven D. Brown mentioned different views on unemployment and underemployment of different scholars and psychologists

Unemployment and underemployment are two concepts which are two different boats but in the same direction.

The scholars in 2016, 2017, 2011 mentioned that unemployment and underemployment is nothing but – no paid job or the work does not matches the employee's desires. Generally unemployment is the lack of paid job for those who want to work or need to work for their daily needs. But some of the political governance states like Bureau of Labor Statics, it is the important fact finding agency regading the labor economics and stats, states that to consider the people who are currently looking job or people who have stopped looking for work for various reasons but want to work. In the view of this defination Mr. Paul and Moser said that many people in this regard are unemployed it is the serious impact on the many peoples well being and functioning.

This unemployment is not a recent issue. It is the issue from the decades. There are may be many reasons for this unemployment or underemployment. This unemployment may refers to many kinds of subparts but the philosophers started working in this regard recently which includes underemployment. Underemployment is the multidimensional construct.

The philosophers like Allan et al in 2017, McKee-Ryan and Harvey in 2011 developed a different reasons for underemployment in different ways but refers to the same thing. The philosophers states in different ways but comparitively it is tells that the underemployment can be defined as the work which is not effective, not full time or permanent, not secure and not well paying.

Mr. Feldman once in his article stated the types of underemployment.

1. Having more qualification than a job requires. Lets have a real time example and understand this, if a person having the more qualification and doing the a small job which doesnot require that much qualification is to be considered as the underemployment. If a btech graduate is doing some data entry job should be considered as the underemployment.
2. Possesing a job in another field. For example if a civil engineering graduate unwillingly doing a job in a call center because of various reasons should be considered as the underemployed.
3. If someone having the more experience and skills than required for a job. For example a software enginner having ten years of experience and more skills is tagged in a small project

like building a software which can do by a employee having two to three years of experience should be considered as the underemployment only because here ones skills and experience is getting wasted.

4. Part time jobs or temporary jobs. If a person doing some job which is not permanent and for less hours just for like daily wage should be considered as underemployed.
5. Earning less salary than the previous job. This can be understand in the following example. Recently in India during corona pandemic most of the employees have lost their jobs in most of the private sector companies. After some days people chosen to join in any job for their well being without considering the salary specifications. Some of them joined for less paying jobs than the previous. This also should be considered as the underemployment.

The philosophers and researchers measure them with the independent measures. Some scholars argue that underemployment is the fact or a situation where people compare their job with other objectives like personal, societal standards and needs.

The philosopher Allan et al. Developed a model for underemployment having seven measures. They are as follows.

- Less payment than the desired to the work done;
- Having a job which is not suitable to the status of the person skills and experience;
- Working in the field which is not suitable the qualification of a person;
- Working less hours than desired;
- Part time or temporary job;
- Minimum wage employment;
- More qualification than required.

The underemployment can broadly represent the state between the employment and the no employment. Some philosophers like Bluestein, Kozan, & Connors-Kellgren; Dooley stated that the continues employment existence, the effects of underemployment is severe like in as unemployment.

To measure the underemployment in a better way the philosophers have developed the effective parameters. For example, sociology, economics and public health, in these sectors the work is unstable and has the job insecurities. But there are some awesome things like rights to the person in the society, and the safety towards the work and the person.

The good employment indicates the parameters like safety working environment, satisfactory income, free time and rest during the working day, policies towards the health of a person and the family. Like these the good employment differs from the unemployment and the underemployment. This good employment encourages the people to have the better living in the society, to serve the needs of the people, to have the better physical health as well the mental health.

The challenging thing have been facing by the philosophers is the measure of the unemployment and the underemployment. These two things are unconscious.

For example if a person is willingly doing a temporary job or the part time job which is not permanent and leading a happy life with his partial income and managing all the things. This indicates that they are not facing the any money issues. These people having more work satisfaction, commitment towards the company, than the parttime workers.

This indicates that it is difficult to the philosophers to differentiate the unemployment and the underemployment condition as it depends on the every individual mode of chosen job or work.

Unemployment and Underemployment in context

So many factors are contributing to increase the rate of unemployment and underemployment in the US and across the world. They include rapid growth of technology, low productivity growth, increase in population, globalization, differences in trading and inequality in income. Because of these factors full time and permanent jobs are converting into parttime and contract positions. In US people who are having jobs that provide stable income are being terminated due to rapid growth of technology and globalization.

One most important thing is Information technology, because of it all the changes have been occurred in world economies. There have been few permanent employees and many contract workers. As a result of these changes alternative work arrangements (contract positions in different work areas) has increased. Apart from unemployment, people who are employed are being paid low wages due to the factors mentioned in the above paragraph. These issues of unemployment and underemployment meet at somewhere that power and privilege are mattered.

Immigrants, people with low color, people with low economic status, people who are transgender and people with disabling conditions have high rates of unemployment and underemployment.

Actually people who have access to economic resources have more chances of getting permanent, stable and well paying employment. We got to know factors affecting unemployment and underemployment and the issues risen because of them in this context.

Consequences of Unemployment and Underemployment

In this chapter we got to know that how unemployment and underemployment are affecting mental health and degrading their personal status. So Counselors and Psychologists have a major role in identifying and addressing the issues of unemployment and underemployment. Unemployment leads to both economic and emotional loss for an individual.

Consequences of Unemployment

Here they told about the consequences and disadvantages of Unemployment. The main affecting thing is people are unable to meet their basic needs such as need for food, shelter and clothing, not only basic needs but also unemployment affects psychological needs such as self determination and ability of working capacity. There are mainly two types of benefits from work,

- Manifest and
- Latent benefits.

The manifest is benefit of income which makes people to meet their basic survival needs. But latent benefits are contrast to the manifest benefits.

Latent benefits are secondary benefits that are obtained through work, such as self determination, daily structure, meaningfulness, personal status of an individual and regular activity.

Unemployment leads to both economic and emotional loss for an individual. People who are employed will get benefit from both the manifest and latent benefits, and the people who are unemployed will not be receiving these benefits. They are affecting from both financial status and poor mental health. So lack of latent benefits predicts the poorer psychological conditions. It concludes that unemployment leads to poor financial status which may affects food, shelter, clothing and many utilities. Because of poor income of an individual can loss their psychological health. For example if the person is unable to pay their monthly bills and basic survival bills will definitely suffer with their mental health. If the person is able to fulfil his basic needs then there will be positive vibes and satisfaction.

People with employment (part time job) will also face financial strain because of their employment status. But comparatively have less strain than unemployed beings. Many studies states that unemployment not only affects financial needs of an individual but also affects the mental health and psychological well being. They may suffer from depression and anxiety.

People who were unemployed for a long time may have the high chances of losing their mental health. They constantly keep thinking about the job and it leads to depression. Unemployment, depression, anxiety, well being, self ability all these are interlinked to each other at some point and associated with poorer mental health. People who loose their jobs due to some other reasons will be feeling more distress compared to the people who are continuously being employed.

Unemployment not only affects an individual but also their families. Unemployment of a person have high chances of having the symptoms of depression, also for their partners too. Partners loose their social support and have the chances of taking divorce. Unemployment also affects the relationship between parents and their children. Children may loose their emotional status and will

get problems over it. Apart from the family unit, Unemployed people does not get any attention from the society and there will be no respect from society. They may be excluded from social gatherings and disconnected from society. Due to business failures one can loss their employment and it leads to poverty. So with employment an individual can lead a respectful and satisfied life. So the work serves a better financial status of a person and relations will be better. They will earn attention from the society so that they will not loose thier psychological health and get benefit from both manifest and latent benefits which meets their basic survival needs and will be able to fulfil their obligations.