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Youth Unemployment and its Origins: An Analyses of Multan District

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ABSTRACT

Youth unemployment is one of the major problems which the developing countries of the world face. This study is initiated to explore the foremost origins and sequels of youth employment. The analyses rested at primary data collected from 400 respondents within the age group of 15 to 40 years of age. The Binary Logistic Probability Regression is incorporated to explore varied results at the opted variables. After the conclusion of results, it is suggested to improve education within the region to enable the youth to grab available job opportunity, enhance working experience, and therefore be in the category of employed youth.

Introduction

The basics of the prosperity are located in addressing issue of unemployment. The problem of unemployment originates when abled individuals are falling short of vacant jobs. However, the nature and extent of unemployment varies across the regions and states. Lack of technical skills and working experience are regarded as primary sources of furthering unemployment concern.

Unemployment makes good citizens criminals and robbers those flinch to disrespect the rule of law. Keynes (1936) elaborated unemployment in a way that it is access of the supply of labor force which fails to located jobs in market economy. The statistics of International Labor Organization (ILO) portray that world youth

unemployment is widely seen increasing from 27.9 percent to 29.4 percent since 1950's to 1980's with a slight descend to 23.5 percent by 2000. Even youth unemployment is a myth of those countries also who claim to be the developed ones such as the Britain where youth unemployment remained at 10.3 percent during 2017.

Youth unemployment in Pakistan remained at 8.54 percent during 2018-2019 (ILO, 2019). Furthermore, ILO (2016) highlighted 13.1 percent of global youth to be unemployed and thus victim of poverty. In developing countries, youth unemployment was recorded to increase to 13.7 from 13.4 percent during the time span of 2015 to 2017. Even in developed countries, it is expected that youth unemployment is to jump to 9.5 percent by coming years. Figure 1.1 shows trend of increase in youth unemployment of Pakistan during 2011 to 2019. Despite of downfall during 2014 to 2015, consistent increase in youth unemployment is evident which is from 1.1 percent to 8.88 percent, respectively.

Figure 1 Trend of Youth Unemployment, Source (International Labor Organization, 2019)

Pakistan is ninth largely populous country of the world with population of 211.2 million (Pakistan Bureau of Statistics, 2019) with labor force of 57.2 million. Economic growth rate of Pakistan is almost down to zero especially during the destructive patch of COVID 19. Unemployment rate in rural areas is 36 percent which is alarming. Challenges that Pakistan faces are of unemployment, poverty, abrupt law and order condition, and huge external debt. Mostly, unemployment is caused by lack of education, training, and technical and vocational institutes. People beyond 15 year of age are classified into labor force. But economic stature of Pakistan fails to engage jobs for such quantum of people. According to economic survey of 2019, fall of unemployment on females is more alarming than in case of males.

This study is organized in five Sections. The brief Introduction is given in Section 1. Section 2 is rendered for the Review of Literature. Section 3 and Section 4

are furbished for the state of Methodology and Results and Discussions, respectively. Conclusion and Policy Recommendations are given in Section 5.

Literature Review

Unemployment concerns found pivotal place amongst the intellectual debates of scholar such as Keynes (1936), Mehmood and Hassan (2017), and Mehmood *et al*. (2018a, 2018b). To Keynes (1936), compensatory economic measures help in reducing unemployment pressure through increase in aggregate demand. High unemployment results due to extensive rural to urban migration, however, better management and quality education can help decreasing unemployment and underemployment pressure. Unemployment that mostly falls on educated urban people leads to government failure due to low tax and revenue collection (Tasci & Tansel, 2005).

Determinants of unemployment were figured out by Mahmood*et al*. (2011),Cheema and Atta (2014), Gillani*et al*. (2011), and Katria*et al*. (2011). Among the constituents of unemployment, gross fixed investment and trade showed significant relationship to unemployment in ARDL based time series analyses (Cheema& Atta, 2014). Similarly Gillani*et al*. (2011) pointed out effects of crimes over unemployment through the time series analyses of Johansen cointegration technique. On the other side, Faridi*et al*. (2010),Mahmood*et al*. (2011), Msigwa and Fabrian (2013),Zimmermann *et al*. (2013), Ibupoto*et.al*. (2018), and Ahmad and Khan (2018) explored high population growth, financial crises, lack of resources, skills, and education, attitude towards securing high paid job, coordination laps between education, poverty, and job opportunities as significant variables to effect unemployment among the youth within primary data analytics. Msigwa and Kipesha (2013) proposed government to in-focus the creation of jobs in formal sector through market regulation. Chaudhary and Hamid (1998) focused on patterns of education to determine employment and sector-wise analyses of job placement.

Khan and Yousaf (2013) examined caused of youth unemployment. The findings of Iqbal and Khaleek (2013) confirmed that labor force holding professional degrees suffers for long while fetching jobs similar to those who look to seek government jobs, unlike that of highest degree holders. Faridi and Rashid (2014) and Bashir *et al*. (2013) considered factors affecting educated women towards jobs. The findings confirmed education on self and spouse, household assets, family structure, and marital status were found positive and significant in impacting the women's decisions to work. Whereby, children, educated father, location, distance from headquarter, and employed status of husband were to reduce women participation in working force.

Kalim (2003),Asif (2013), Wajid and Kalim (2013), Chowdhury and Hossain (2014), Bayrak and Tatli (2015),O'Nwachukwu and Increase (2016), and Ahmad and Khan (2018) went with time series analyses and opted unemployment as dependent variable against macroeconomic variables such as GDP, inflation, population, and

government expenditure and found varied results under ordinary least squares, fully modified ordinary least squares, and Johansen co integration techniques. On the other side, locating effects of unemployment on economic growth, Akter (2018) traced unemployment as negatively effecting economic growth in panel data analyses.

Okafor (2011), Anyanwu (2013), and Ilyas and Khan (2019) observed unemployment in Africa and Nigeria. Findings suggested social inequalities, neo-liberalism, militancy, criminal activities, domestic investment, and GDP to significantly affect youth employment. Subhan and Hayat (2008), Maqbool*et al*. (2013), Aqil*et al*. (2014), Mahmood*et al*. (2017), Ruzima and Veerachamy (2015), Mehmoodand Hassan (2017), and Mehmood *et al*. (2018a, 2018b) explored for GDP and FDI as effecting employment. Findings suggested negative effects of FDI which are not in line with Shabbir and Zeb (2018). However, with the rise in GDP, employment rate was also traced to be as rising, opposite to Abbas (2014) and Noor *et al*. (2007). Relying on primary data, Tansel and Tasci (2004) captured personal and household factors in effecting unemployment of Turkey. The results indicated women to be more unemployed than men.

Most of the research is secondary data based and limited in context of analyses of South Punjab and particularly Multan. Therefore, the need is felt to explore the dimensions of origins those affect youth unemployment.

Material and Methods

This section is allocated to describe the methodological issues related to the exploration of the causes of youth unemployment. For the purpose of multi-model analyses, field survey is conducted by the mean of simple random sampling. Multan is located in the Southern Region of Province Punjab with population of 4.09 million. It is one of the oldest cities in this Asia. Multi-cultured people live here with varied language and customs.

By the mean of questionnaire, the data from 400 individuals is collected from males and females, living in rural and urban side of the Multan District.

For the purpose of analyses, Binary Logistic Probability Model (BLPM) is used for the econometric analyses of the causes of youth unemployment. The qualitative nature of regressors is treated by assigning the value of 0 and 1. The Eq. [1] explains the rest of BLPM.

$$Y_i = X_i + \ll_i \qquad [1]$$

Where X is row vector of regressors with their respective coefficient i.e. . The column of vector of explained variable is Y.

In case of logit regression, probability of occurrence moves within the range of 0 to 1. Thereby, the probability function is written in Eq. [2].

$$P_i = \frac{1}{1 + e(- X_i)} \quad [2]$$

P indicates the likelihood of respondent to be employed. The exponential value and column vectors of variables are explained by *e* and $X_{i.}$

Similarly, logistic probability equation is given in Eq. [3].

$$Ln\left[\frac{P_i}{1 - P_i}\right] = Y_i = \quad X_i + «_i \quad [3]$$

Finally, the marginal values are calculated by Eq. [4].

$$\frac{\partial Emp}{\partial X_i} = \hat{P}(1 - \hat{P}) \quad _i \quad [4].$$

Various socioeconomic factors affect employment. This study is worked with establishing 5 models for comprehensive analyses. The functional forms of the models are given as in Eq. [5] to Eq. [9].

$$Emp = \sim + \quad _1Age + \quad _2Area + \quad _3Gen + \quad _4Edu + \quad _5Mrs + «_i \quad [5]$$

$$Emp = \sim + \quad _1Edu1 + \quad _2Edu2 + «_i \quad [6]$$

$$Emp = \sim + \quad _1Fst + \quad _2Ep + \quad _3Fs + \quad _4Ch + «_i \quad [7]$$

$$Emp = \sim + \quad _1Ch1 + \quad _2Ch2 + «_i \quad [8]$$

$$Emp = \sim + \quad _1Ast + \quad _2Exp1 + \quad _3Voa + \quad _4Exp2 + «_i \quad [9]$$

The interpretations of selected dependent and independent variables are given in Table 1.

Table 1
Interpretation of Variables

Variable	Description	Expected Relationship
Emp	= 1 if person is employed, otherwise 0.	
Age	Age of respondent in years.	Positive
Area	= 1 if respondent lives in urban area & 0 if rural based.	Positive
Gen	= 1 if male & 0 if female.	Positive
Edu	= 1 if respondent is literate, otherwise 0.	Positive
Mrs	= 1 if respondent is unmarried, otherwise 0.	Negative

Edu1	=1 if respondent is a graduate, otherwise 0.	Positive
Edu2	= 1 if qualification of respondent is masters otherwise 0.	Positive
Fst	= 1 if respondent lives in joint family set, otherwise 0.	Negative
Ep	Total employed people in family.	Positive
Fs	Total people living in a family.	Negative
Ch	= 1 if respondent has children, otherwise 0.	Positive
Ch1	=1 if respondent's children are 1 to 5 in number, otherwise 0.	Positive
Ch2	=1 if respondent's children are 6 to 10 in number, otherwise 0.	Negative
Ast	= 1 if respondent has own assets, otherwise 0.	Negative
Exp1	=1 if respondent's working experience is between 1 to 5 years, otherwise 0.	Positive
Voa	Total value of assets in currency.	Negative
Exp2	=1 if respondent's working experience is between 6 to 10 years, otherwise 0.	Positive

Results and Discussions

The results of BLPM are rendered in this section. At first the results of Eq. [5] are given in Table 4.1. Coefficient of Age is positive and significant in an impact on employment. One year of an increase in Age is likely to bring an increase in employment by 0.06 percent. The findings are similar to Faridi and Ayesha (2014). Therefore, it is concluded that higher age group also engage with higher education and experience therefore, chances of unemployment fall with an increase of age.

Gen is also found significant and positive in effecting employment. Findings confirm that one additional male worker is likely to increase employment by 0.15 percent. The male labor force is therefore considered to not be a part of unemployed people. In countries such as Pakistan, families are headed by males and are likely to be engaged in work than females do. Similar findings are concluded by Khan and Yousaf (2013).

Table 2
Binary Logit Probability Model Eq. [5]

Variable	Coefficient	S.E.	Marginal Value
Age	0.24* (5.52)	0.04	0.06
Area	0.67*(2.81)	0.24	0.17
Gen	0.61**(2.07)	0.29	0.15
Edu	1.04**(0.04)	0.49	0.25
Mrs	-0.71*(-2.46)	0.29	-0.18
C	-7.39*(-5.85)	1.26	-1.84

R-Squared 0.22; LR statistic Prob. (0.00); Z-Statistics are parenthesized; * and ** shows significant at 1 & 5 percent, respectively.

Place of stay is also essential in determining employment. Coefficient of Area is positive and significant. If one individual is to be urbanized, unemployment is likely to decrease by 0.17 percent. Rate of unemployment in rural areas is higher than in urban area. It is because nature of businesses such as retail, wholesale, merchandised trading, and production houses at formal and informal sector and employee's exposure toward nature of work and training always contribute to engage more jobs (Mehmood *et al*. 2019; Qayyum, 2007).

Education and training plays important role in job creation (Mehmood *et al*. 2018a;Mehmood *et al*. 2019). Addition of one literate person is likely to increase the probability of increase in employment by 0.25 percent. Better education reduces the chance of no acceptance from the side of possible employer. Moreover, if education is complemented with technical skills/education, it can further enable the bearer to secure job (Khan &Yousaf, 2013, Mehmood *et al*. 2019).

The Mrs is also found significant in relation to employment. The findings are however of the state that there is a negative relationship between Mrs and employment. Increase of one person to be unmarried is likely to decrease employment by 0.18 percent. For instance, in eastern type of family system, it is usual that parents afford the marriage expenses of their heir. After marriage, the individuals try to accommodate their personal expenses by their own. Therefore, the findings of this study, similar to Faridi and Ayesha (2014), are also not rare.

Education is further bifurcated for supplementary results in Table 4.2. The specified model is given in Eq. [6]. Edu1 and Edu2 are located for the education level of graduation and masters. Findings ascertain that education is major factor to determine employment. The results clarify that coefficient values are held significant and positive. Findings suggest that higher is the level of education, maximum is the likelihood for a person to qualify for the job. BLPM indicates that increase of one person with Edu2 will increases employment by 0.19 percent. The Edu1 is likely to amplify employment possibility by 0.11 percent. These results show people holding graduation and master level qualification are both likely to be a part of employed labor force. Findings thereby move in-line with Ahmad and Hafeez (2007). Kozel and Alderman (1990) and Faridi*et al*. (2019).

Table 3
Binary Logit Probability Model Eq. [6]

Variable	Coefficient	S.E.	Marginal value
Edu1	0.45**(1.71)	0.26	0.11
Edu2	0.77*(2.97)	0.26	0.19
C	-0.52*(.2.47)	0.21	-0.12

R-Squared 0.22; LR statistic Prob. (0.01); Z-Statistics are parenthesized; * and ** shows significant at 1 & 5 percent, respectively.

Further to that, Eq. [7] is tested for the regression results and highlighted in Table 4.3. At the prelim, Fst is found negative however insignificant in relation to employment. Therefore, it is concluded that Fst is nothing to do with employment, similar to as Faridi*et al*. (2010; 2019).

Findings show that coefficient of Ep is negative and significant at 1 percent level of significance. To be precise, an addition of one employed individual in a family is to possibly increase chance of employment by 0.12 percent. It is justifiable in the sense that looking onto the positive change in the socioeconomic status of employed people, at the back of being on earning end, aspires the other individuals in a family to strive for securing job. Thus ultimately makes capable of securing job.

Moreover, Fsis also found to have significant effect on employment. It is not rare to declare that rise in family size fails to stimulates the earners to contribute towards family wellbeing in financial context. In brief, results have established that an increase of one individual in family likely to contribute in reducing the probability of employment. It is similar to findings of Faridi*et al*. (2019) and Mehmood *et al*. (2019) where either family size is found to be insignificant in women's employment or have no impact over earning of employed people engaged in rural urban sector.

Table 4
Binary Logit Probability Model Eq. [7]

Variable	Coefficient	S.E.	Marginal value
Fst	-0.31(0.29)	0.29	-0.08
Ep	0.52(4.48)*	0.12	0.12
Fs	-0.08(-2.23)**	0.04	-0.02
Ch	1.76(7.38)*	0.24	0.43
C	-0.95(-3.22)*	0.29	-0.23

R-Squared 0.22; LR statistic Prob. (0.01); Z-Statistics are parenthesized; * and ** shows significant at 1 & 5 percent, respectively.

Looking onto the impact of Ch on employment, findings are diagnosed to have significant and positive affectation on employment. At precise, increase of one child in a family is holding a prospective to increase employment by say 0.43 percent. The findings are in collaboration with Khan and Yousaf (2013) and Faridi*et al*. (2019).

Next to Eq. [7], number of children is further segregated for detailed analyses of effect of varied slab of number of children on employment of an individual. The results of Eq. [8] are given in Table 5.

Table 5
Binary Logit Probability Model Eq. [8]

Variable	Coefficient	S.E.	Marginal value
Ch1	0.61*(2.71)	0.22	0.15.

Ch2	-0.36(-0.78)	0.46	-0.09
C	-0.20(-1.62)	0.13	-0.04

R-Squared 0.22; LR statistic Prob. (0.01); Z-Statistics are parenthesized; * shows significant at 1 percent, respectively.

Coefficient of Ch1 is held significant at 1 percent level of significance. The direction of effect is found positive. Therefore, it is concluded that any addition of an individual into the queue having number of children ranging between 1 to 5 is likely to gain employment by 0.15 percent. The coefficient of Ch2 is negative that shows any increase in an individual having the number of children beyond 6 and until 10 is likely to reduce chances of employment by about 0.09 percent. The coefficient is however insignificant but justifiable because in most of the families who are financially near to lower class motivate their children to attain jobs as ordinary workers at houses, shops, factories and etc. which does not likely to favor any of the head of family to feel enthused to remain intact with job which they do.

Finally, BLPM results on Eq. [9] are given in Table 4.4. Coefficient of Ast is significant and negative. Thus it is interpreted as if there is an increase of one individual having own assets, it is likely to pose negative effect on employment by 0.52 percent. Household assets comprise tangibles such as shops, lands, furniture, home appliances and etc. Similarly, bonds, shares, gold, and bank deposits fall in category of financial assets. Apart from household assets, financial assets are the contributories to an individual to lead a life (Mehmood *et al*. 2019). Therefore, the results are found to be negative in relation to employment. Earlier Faridi*et al*. (2009; 2019) also conducted results in line with current study.

Table 6
Binary Logit Probability Model Eq. [9]

Variable	Coefficient	S.E.	Marginal value
Ast	-2.12*(3.37)	0.63	-0.52
Exp1	1.86*(7.49)	0.25	0.46
Voa	-0.09**(-2.11)	0.04	-0.02
Exp2	0.00(0.00)	0.51	0.00
C	-0.85*(-5.75)	0.15	-0.21

R-Squared 0.17; LR statistic Prob. (0.00); Z-Statistics are parenthesized; * and ** shows significant at 1 & 5 percent, respectively.

In case of holding working experience as a quality to escalate employment is held significant and valid. An increase of one individual holding experience between 1 to 5 years is likely to be employed and by 0.46 percent, similar to Khan and Yousaf (2013), as compared to the one holding higher experience of beyond 6 years. The reason may be that those who have extensive experience prefer to find high paid job if they lose their previous job either. This makes the individuals take lot of time to feel satisfied with any of the new job offer. Therefore, coefficient of Exp2 is minute

and insignificant, opposite of Exp1. The results are in contrast to Mehmood *et al* (2019). Faridi*et al*. (2019) concluded thatas per Life Cycle Theory, wider lead of experience captures no any lust from the individual side to be engaged in any of the working hours.

Finally, coefficient of Voa is found to transmit similar effects like that of Ast. An increase of one unit in the Voa is likely to put a brake on employment to about 0.02 percent. Though minute, however, is concluded to take individual to be jobless. Reason is obvious that is; increase in the working spirit is dampened with an increase in Voa, since are treated as source of living.

Conclusion and Policy Recommendation

This study focused on issue of youth unemployment which is one of the major problems that developing and developed countries are confronting to. The objectives of the study were initiated to bridge the barriers of understanding the effects of age, education, experience, gender, family setup, household assets, marital status, and number of children on employment. The Multan District was chosen to establish empirical analyses through BLPM, based on the 400 questionnaires filled by the mean of simple random sampling technique.

Findings established significant and positive effects of age, gender, education, employed people in a family, number of children, and work experience on employment of the bracket of youth of Multan District. Negative signs were located for the household assets and their value, family setup, and marital status.

Based on the findings, following policy implications are proposed:

- To engage facilities to education and preferable technical education for youth for developing thrust for seek of employment.
- To establish mechanism for favoring the group of people living in joint families for solid enchanter of mind set towards securing job and also focus on family planning for clutching the available limited employment opportunities for overall goodness of entire family.

The study furbished the impact of preeminent socioeconomic factors showing stern and indelible impacts on employment decision at youth. Therefore, it is fervent for the future research if extended to have cross District/regional comparison for magnification of the youth employment.

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