Determinants of Unemployment among Educated Youth: Empirical Reflections from Twin Cities, Pakistan

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Abstract

Youth unemployment represents a persistent global challenge, particularly within developing economies where its social and economic repercussions are profound. Pakistan is no exception, as a significant proportion of its young population continues to face difficulties in accessing meaningful employment opportunities. This study investigates the determinants of youth unemployment and their relationship with unemployment rates in Pakistan, with a specific focus on the metropolitan regions of Islamabad and Rawalpindi. Data were collected from a sample of 300 individuals aged 18 to 29 years, each possessing a minimum educational qualification of a diploma or associate degree (14 years of education). Logistic regression analysis was applied to identify significant factors influencing unemployment. The results indicate that age has an inverse relationship with unemployment, suggesting that older youth are more likely to be employed. Gender disparities were also evident, with men exhibiting lower unemployment rates compared to women. Furthermore, marital status emerged as a significant determinant, as unmarried individuals were found to be more susceptible to unemployment. Socioeconomic background also influenced outcomes; middle-class respondents demonstrated higher employment rates due to greater adaptability and continuous engagement in the labor market. Conversely, individuals awaiting government job opportunities exhibited higher unemployment levels. The study concludes that technical and vocational skills play a pivotal role in reducing unemployment among educated youth by enhancing employability and aligning qualifications with labor market demands. Policymakers are encouraged to strengthen skill-oriented education and promote private-sector participation to mitigate youth unemployment in Pakistan.

Keywords: *Unemployment, Youth, Education, Technical skills, Pakistan*

Introduction

Unemployment is a major problem that are dominating almost around the world. In the past few decades, the issue of unemployment has gained attention quickly around the world. Youth unemployment is a worldwide issue. Around 185 million unemployed people between the ages of 15 and 24, half of them are young workers (Bhebhe et al., 2016). The national concerns begin once abled people let down of vacant jobs; but the extent of unemployed people varies across the regions and states, whereas lack of skills and expertise is major inception of unemployment in any country (Mehmood et al.,

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2021). Youth unemployment, as defined by the World Bank, is "the fraction of the labour force aged 15 to 24 years without a job but available for and seeking employment." The financial well-being of any nation can be estimated by its employment rate. Youth are the resource and essential fountain of any nation's turn of events and success.

The appropriate consumption of active, experienced, & courageous youth can convey supportive amendment in the socio-economic growth in nation (Amadeo, 2018). COVID-19 has hit labor markets that the world is an exhausting and great impact on youth. Worldwide youth employment status fell because of 8.7% in 2020, associated with 3.7% for adults (ILO, 2021). It is quite simply, intimidating to perfectly undo decades of progress and push tens of a lot of folks into job insecurity; not simply these days however tomorrow similarly (Inanc, 2020). During this pandemic of COVID-19, people are underemployed in April 2020, in USA were 22.8% (Rampell, 2020). Pakistan is a non-industrial nation. The greater part of the number of inhabitants in Pakistan is comprises of youth. The issue of unemployment shows that a nation doesn't utilize its full labor. The impact of the workforce on unemployment was positive yet, then again, the unfamiliar direct speculation and expansion had an opposite relationship with unemployement (Mehmood et al., 2014).

The poor graduated of university and colleges poor change limiting employment opportunity youngsters have less opportunity to get vocational education because in their areas the absence of a satisfactory educational infrastructure and low incomes and on the youth labor market this produce a significant effect. In Pakistan unemployed 44 % are those who do not have secondary general education, 10.1 % professional education of which 32.8% do not have basic general education, higher vocational education 19.3% it is important to know that the rate of young people unemployment and the local labor markets are varied is influenced through specific local factors of the level economic development of regions. The demographic structure of the population and the share of youth, variability of vocational education for young people and the structure works (Blinova et al., 2015).

In Pakistan the population of young people is around 60% with the young under age 30, however undeveloped positions appear to be extremely not many. The public authority has not set out work open doors through a broad industrialization process, advancing limited scope firms and foundation improvement. In Pakistan, the propensity of the two sexes toward schooling is exceptionally high. Instructed youthful colleagues, both male and female, drop their resumes in various legislative and non-administrative associations however should be happy with the gig commercial center's unfortunate reaction. Pakistan has major areas of strength for a political framework; in this framework, profound advances have been made via landed individuals and business magnates; these alleged political pioneers firmly influence the social also, legislative establishments they use for their childish intentions. It essentially implies just the people who can land positions effectively, who have a political approach.

A mismatch between abilities needed by workers and abilities given by work searchers is one of the significant determinants of unemployment. It is generally known

as a possible reason for the high in unemployment rate over the time-consuming. The aforementioned is thought that instruction might be not preparing knowledgeable as per the necessities of labor market work (Daly et al., 2012). The advanced learning achievement has twisted in the employment, especially in developing countries. The investigation discovered schooling; preparing context arranged that youthful workforce inadequately to satisfy these basics of occupation fair regarding abilities and understanding. (Rabten, 2014). The quality education and preparing frameworks prompts unemployment among trained individuals. Leaning open area additionally effect greater joblessness among accomplished youngsters. In Pakistan, an advanced people development proportion prompts rise in workforce that leads to raise frequency in jobless people (Qayyum, 2007). The government should place a priority on creating constructive activities that will open up employment prospects for the young labor population. In emerging nations like Pakistan, where the work force is quickly growing each year, various social and economic problems arise. As a result, unemployment rates rise, and the backlog of unemployed people grows. The country's persistent unemployment may cause a labor force movement outside. Future dangers for the country can arise from this, especially if its brain drain is being attracted by other countries. Therefore, a major element worsening economic growth may be ongoing unemployment in a given economy. Additionally, ongoing unemployment always contributes to issues like poverty, criminality, family dissolution, homelessness, and a loss of respect for oneself and confidence.

This study on micro data of young, educated people gathered from Twin cities, Pakistan. Basically, this review is to recognize the factors which cause unemployment amongst knowledgeable teenagers in Islamabad, Rawalpindi. Rawalpindi and Islamabad both have male side more unemployment rather than female side. Micro information offers us from side to side get to collect information from variety of persons through questionnaire about numerous elements from youngsters. Therefore, the existing examine is carried out to highlight this essential issue winning in the vicinity. The sample size consists of 300 educated respondents. The binary variable (unemployed or employed) that is dependent variable. When the young respondent is unemployed then it is equal to one otherwise it is zero if young respondent is employed. The data is collected from age group the is 18-29 years. Independent variables are age, gender, marital status, preference for public or private sector job, educational level and household size, Income class. The estimation technique is Logit Model. Many research have experienced the difficulty of unemployment at country wide in addition to a global stage. The existing study investigate the determinants of youth unemployment among educated youth with specifically cognizance at twin cities, Pakistan.

Review of the Literature

The review of literature comprises of a very remarkable part of any systematic study, and it helps out in all parts of study. This area provides a comprehensive review of the literature that maintains the current research through various studies and proposals

from earlier research. It also helps in avoiding the repetition of efforts in directing the study. These earlier lessons can help in both prophylactic and more clearly, in explaining the problems of the study and providing such study options that have been invisible in their lessons.

Hidayat et al. (2013) examined the number of theories that evolved in economics confirmed the interaction of unfastened market forces and that might result in the stable position of economies. These theories are based totally on the supposition of elastic salary level and the hard work market always actions from its equilibrium position. Due to this, the market might not clean about the presence of minimum salary law, and that causes uncontrolled job loss. Goodwin et al. (2006) investigated once the least salaries were funded past the equilibrium with the intention to lead to the minimum workers can be employed and this can create involuntary unemployment.

Lindley (2005) investigated that educated youth redundancy in Jammu Kashmir. Furthermore, this learning initiated that unemployment among educated youngsters due to traditional education system because the traditional system only emphases on theoretical understanding as paralleled to field practices.

Ibupoto et al. (2018) concluded that the educated formative years job loss in Hyderabad that economy intensive proceeding the moderation of educated youth being without a job. This study founded that divergence exist between the supply and demand of these educated labor such as the agriculture sector's backwardness, nepotisms, and favoritism; outdated technology; loss in the financial sectors; bribery and corruption in job acquisition; a mismatch between work and education; a low paid system; continuous economic growth; overpopulation; inflation; migration; a shortage of available jobs.

Mukherjee et al. (2013) examined the major reasons liable for youth unemployment in Ethiopia. The publication clinched that youth unemployment indicated less utilization of limited capitals, critical for socio and financial growth in any country. Furthermore, this study concluded that the unemployment rate fluctuates with regions, gender and education and the learners' enthusiasm to twitch their individual industry were guarded by absence of the accessibility of suitable office and finical resources.

Ndyali (2016) examined the unemployment in Kampala in the perspective of job loss between fresh women. This study concluded the divergence in expertise, dumpy flat of capability, a rise in relocation extent are main causes of being without a job in Uganda. More precisely, women couldn't take an interest in the work market because of their spouses inclinations since they don't need women to work in any marketplace.

Baah-Boateng (2013) investigated the origins of formative years unemployment in the Pakistan economy. This study concluded that the origins of great infancy joblessness due to nonexistence of a low-slung learning, low appropriate skills, lack of wealth, preferences, bribery, and high development level. Male unemployment in the prime age group is a substantial positive predictor of youth unemployment rates.

Englert et al. (2020) studied the elements of youth unemployment in Pakistan. This study concluded many elements that can be the reason for youth unemployment like political precariousness, the nonexistence of speculation, the backwardness of

agribusiness, and over-population that impact youth employment. Furthermore, this study establish that youngsters (15-24) have remained exaggerated by a decrease in productivity invention. The study clarified that governmental unpredictability will be built youth redundancy in the republic. But if the governmental circumstances will stable it will prompt further recover the financial prospects which build the work chances for new workforces in the economy.

Yousaf et al. (2013) had investigated analyzing skill, education and wages in Faisalabad, Implication of Labor Market over the period 2007 to 2008. The investigation underlines the need of advancing greater investment in skills and preparing with the goal that people could improve access to productive and decent work. Pakistan's competitiveness is hampered by poor human capital investment, which improves economic growth at national level and increase wages and productivity. Khaleek et al. (2013) focused on patterns of education to conclude employment and sector-wise analyses of job placement. The education is main tool of any economy and the identifies the analysis about job. The job is only based on the experience and due to lack of skill unemployment creates in youth.

Delaney et al. (2015) found that age is a key driver of youth unemployment is prevalent in most developing nations. In studies, empirical analysis reveals that youth unemployment is more vulnerable, and it is identified as one of the important concerns that requires attention. According to a study conducted in Vietnam, young unmarried teenagers are more likely to look for work than older generations.

Sadan (2013) studied that lack of education, experience, and skills as factors for youth unemployment in their statement. One of the drivers of unemployment is location, and many studies imply that unemployment is mostly an urban phenomenon, as most individuals migrate from rural to urban in quest of better possibilities, particularly jobs.

Imtiaz et al. (2020) studied an outline issue of youth unemployment. The review demonstrated high unemployment rate among the educated youth because of work economic situation connected to monetary action level. The concentrate likewise announced that high work cost, youth to grown-up troublesome work rivalry, absence of capability, unsupportive compensation framework and impractical preparation have high commitment to youth joblessness in the country.

Saleem (2018) examined the several understudies in various disciplines pass from Pakistani universities, however open positions appear to be excessively not many to less. In the Public authority area, there are small possibilities of work on a legitimacy premise, there are. Most are stuffed through private contacts of the up-and-comer inside the organizations, compromising the rules of even handed and fair possibility and the nature of enrollment. There is no assurance of a task for standard understudies in the wake of finishing degrees and capability experts from the universities in those conditions. In light of the current situation, this study aims to identify the determinants contributing to unemployment among educated youth in Rawalpindi and Islamabad.

Profile of Rawalpindi and Islamabad, Pakistan

Rawalpindi is a district of Pakistan situated in north of Punjab province.t has seven tehsils namely, Gujjar Khan, Kahutta, Kllar Syedan, Kotli Sattiyan, Murree, Rawalpindi and Taxila. The estimated population in 2017 was probably 5 million. Likewise, Islamabad is the capital of Pakistan, it is considered among the world's beautiful and developed cities as it is surrounded by beautiful Margalla Hills and woods. The current population of Islamabad is probably 2 million. Both the cities are developed. Numerous universities are there in twin cities and thousands of students graduated every year. According to Pakistan Labor Force Survey 2020-2021 in Islamabad working age population 1685, Labor force 782.4 and unemployed population is 81.4 in which male has 52.1 and female 29.3 on other side, Rawalpindi has working age population is 4488, labor force 1983.2 and unemployed population is 234.3 in which male have 175.4 and female have 58.9 in twin cities.

Problem Statement

The main economic issue, faced by amny countries is youth unemployment. The present study will make contribution to the literature through inspecting the difficulty of unemployment with particular attention in Islamabad & Rawalpindi. In other cities of Pakistan this sort of work has been done but nature of work done, and variables /data is different. There hasn't been any on youth unemployment in Twin Cities, Rawalpindi and Islamabad. There is a need to dig out the determinants of unemployment among educated youth in study area. In order to address the gap in the current study, we are undertaking a research study in the Twin Cities, Rawalpindi and Islamabad. Thus, there is a great body of literature available if we consider it from the perspective of Pakistan.

Objectives of the Study

1. To identify demographic characteristics of educated youth in Twin Cities.
2. To investigate the determinants of youth unemployment in the study area.
3. To provide some policy guidelines for youth employment.

Data Sources

The nature of study is primary sources with data that is collected on the basis of independent variables, assumed to influence the social and economic determinants of educated youth in the area. Primary data is collected by well-structures questionnaires. The objective is to find out the causes that affect the probability of being unemployment among young graduates. This includes the data of young graduates. Survey includes the data of young educated graduated about their age, gender, marital status, current employment status, education level, income class, household size, educational skills, graduate's skills, technical skills and job mismatch primarily. Different dimensions of employed and unemployed young graduates have been further explored. It shows the intensity of being unemployed among youth. Data is together from district Rawalpindi and Islamabad. Multi-stage sampling techniques has been used. The idea of multistage

sampling, it provides help to the researcher to reduce the problems that are related to geographically scattered population where it is expensive and time consuming to construct sampling frame for large geographical area (Saunders et al., 2009).

In survey sampling, sample size and sampling techniques have an important role to play. Without an adequate sample size and suitable sampling technique the research objective cannot be achieved. So, in this regard, a sample of purposive sampling method has been adopted. Sample consists of job loss among young, graduated individuals of 18 to 29 an age devising at least a national diploma or sixteen years of qualification. The sample size consists of 300 students. The information was obtained by well-structured questionnaire by face to face/ telephonic interview.

Reesearch Design and Methodology

i. Dependent Variable:

It is binary variable. That is, it takings value = 1, if individual is unemployed and value = 0, if the one has some job.

ii. Independent Variables:

Age: Age is considered as an important factor to determine the employment status of a student. It is noticed that the knowledge rises by the age and getting an employment also rises. In this regard, technical skills are also play a vital role to get more experience and to secure a job.

Gender: In this study male and female both are included in study. It is experienced that educated female graduates must bear unemployment more than male graduates. In our society the male has primary responsibility to provide bread and butter to their family on the other hand female has secondary responsibility. So, it is liable for male to get a job that increases the probability of being employed.

Marital Status: Marital status is also an important factor keeping in view the employment status. Married people are more employed than others as they have more responsibility to full fill the need of their family. So, in this regard they are willing to do even a low wage job regardless of their education or experience.

Education Level: Education level is also considered. There are three groups in education level i.e national diploma, graduates, and MS. It is normally assumed that the educated respondents are more likely to be employed then uneducated one. But it is also true that with the higher level of education the expectations of getting a suitable job also increase and it enhances the unemployment among the youth.

Job Preferences: It is observed that mostly respondents were unemployed because they preferred government job over private sector job. Although, public sector is lack of employment opportunities. Or those who were employed were not working on the suitable posts and industry.

Household Size: Household size is another important factor because the probability of unemployed among those who have a large family is less than those who have a small family size. Respondents with large family have more responsibility to manage the household. Individuals with large family size accept jobs with low wages

just to fulfill their household responsibilities.

Technical Skills: Technical skill is one of the key factors to get a job. It is normally viewed that respondents having education and technical skill have more probability to be employed than those lacking technical skills. Average responses are recorded.

Income Class: Income class is also important. We have considered three classes namely, lower class, middle class and upper class. It is estimated that respondents belong to lower and middle class are more likely to be employed as they have more responsibilities to earn and survive on their own. Respondents from upper class have less probability to strive for a job or they may prefer business over seeking a job.

Model Specification: -

Unemployment= f (age, gender, marital status, job preferences, educational level, household size, income class.

Logit Model

The binary outcome (logit model) function is derived from odds ratio and explained in the above manner for the current study. Likewise, another model that is used for nonlinear model with binary dependent variable is known as logit model. The probability density function of logic model can be explained as following:

Table 1: *Nonlinear Model with Binary Dependent Variable*

Variable	Name of variables	Description
Dependent variable		
Unemp	Unemploy-ment Status	=1 if an individual is not involved in some economic activity for wage, pay or profit and; =0 otherwise
Independent variables		
Personal Profile		
Age	Age of respondents	Age of individual in years
Male	Gender of young individual	=1 if individual is male and; =0 otherwise
Single	Marital status ofindividual	=1 if individual is unmarried and; =0otherwise
Pref_govt	Preference for job	=1, if person has preference for publicsector job and; =0 otherwise
Educational Profile		
Bachelor	Bachelor level ofschooling	= 1, if individual has 14 years of schoolingand; =0 otherwise

Higher	Higher level ofschooling	=1, if individual has acquired higher than14 years of schooling and; =0 otherwise
Technical	Technical training	=1, if individual has acquired sometraining ; =0 otherwise
Household Profile		
F-size	Household size	Total family members
Income Class		
Upper	Upper Class	=1 if individual is upper-class and; =0 otherwise
Middle	Middle Class	=1 if individual is Middle-class and; =0 otherwise
Lower	Lower Class	=1 if individual is lower-class and; =0otherwise

$y = \beta 0 + \beta 1x1 + \beta 2x2 + ...\beta ixi + si$

$$P = \frac{1}{1 + (-\beta X)} \quad (1)$$

P indicates the probability of being unemployed, ***exp*** is exponential value, Q is a row vector while X_i is a column vector. ***P*** cannot be estimated directly, in order to estimate the probability, dichotomous variable is introduced as (0, 1), 0 is for employed and 1 is for unemployed. It is very simple regression equation as a logistic probability,

$$\ln [P/(1 - P)] = \alpha + \beta X_i \quad (4)$$

Interestingly, Logit model and Probit model give almost same results. The outcomes are much closed, but logit model is longer tail than the Probit. The dependent variable having same in both the scenarios that is similarity between both models.

Results and Discussion

According to the table 2 the odd ratio in favor of age is 0.18 with significant p-value 0.000 indicates that unemployment decreases with age and more experiences. Results show that respondents with older ages are probably 18% more employed. Hafeez et al. (2020) have shown the same results. In logistic regression model goodness of fit has been tested by using Pseudo R2. The measure of Pseudo R2 has value of 0.42 shows the goodness of fit.

Table 2: *Overall Estimates of Unemployment*

	Logit Estimates			
Covariates	**Coefficient**	**P-value**	**Marginal Effects**	**Odd Ratio**
Personal Profile				
Age	-1.73	0.00	-0.18	0.18
Male	-1.08	0.00	-0.11	0.34
Single	1.72	0.00	0.25	5.84
Job_Pref$_{gov}$	1.40	0.00	0.15	4.05
Educational Profile				
Bachelor	0.22	0.68	0.02	1.24
Higher	-0.08	0.95	-0.01	0.92
Technical Skills	-0.75	0.03	0.09	0.47
Household Profile				
Household Size	-1.06	0.00	0.10	0.34
Income Class				
Lower	-1.05	0.03	-0.09	0.34
Middle	-1.67	0.04	-0.16	0.18
Upper	-2.52	0.02	-0.02	0.08
Constant	2.78	0.02		
N		300		
Prob>Chi^2		0.000		
LR Chi^2 (10)		141.89		
Log likelihood		-97.145		
Pseudo R^2		0.42		
Specificity/ Sensitivity		60% / 92%		
Correctly Specified		84%		
Iterations		5		

Likelihood ratio chi-square test are used whose probability value is highly significant which indicates that at least one of the coefficient is non-zero and model is good fitted. Likewise, odd in favor of gender is 0.34 illustrate that the females are likely to more unemployed than the male. Results are being estimated as male individuals are 11% more employed than females. So, the unemployment ratio is higher among females. Hafeez et al. (2020) estimated similar findings. An odd in favor of being unemployed is 5.84 for marital status with significant association. Results have shown that unmarried

individuals are 25% more likely to be unemployed than the married individuals. Hafeez et al. (2020) depicts likewise.

However, an odd in favor of job preference is 4.05 having a significant association. Which indicates that unemployment ratio among individuals having 15% more unemployed people prefer government jobs than private jobs sector. Hafeez et al. (2020) expected the same. Furthermore, the odd ratios are estimated for education level with insignificant statistics. For bachelor odd is 1.24 depicts that individual with fourteen years of education are 2% more likely to be unemployed while odd for higher education is 0.92 depicts the ratio of unemployment among more than fourteen years of qualification is 2% less than others. Similarly, odd in favor of technical skills is 0.47 having a significant p-value. This depicts that the probability of being employed is 9% higher among those having any technical skill. Unemployment ratio is higher among unskilled graduates. Hyder (2006) and Hafeez et al. (2020) supported the similar results. Odd for income class have also been estimated. Odd for lower class is 0.34, for middle class is 0.18 and upper is 0.08 with significant association. Results have shown that probability of being employed is 16% higher among middle class than others as estimated in table 2.

Age is considered as an important reason of unemployment. The coefficient of age is -1.73 which is negative but significant. The result depicts that the young labors are fewer to be employed than the old labors. It shows age and more experience the workers become more productive and their probability of being employed increases Hafeez et al. (2020) also found the same results for Muzaffargarh. Likewise, the coefficient of gender is -1.08 shows the significant association with unemployment. Although unemployment among educated females are more than educated females. Generally, males are main bread earners in the families whereas females are secondary earners. Therefore, males are less unemployed than female workers. These results are related to the results outcome of Hafeez et al. (2020) and Tansel and Tasci (2004). According to Hafeez et al. (2020), the number of males hired was 12% in Muzaffargarh that is higher than ratio of females. The result shows that the males have more likely to get a job than a female.

Consequently, the coefficient for marital status estimated as -1.72 with significant but inverse effect on the probability of unemployment among married individuals. Estimates are showing that single respondent have more unemployed than married respondent. The unmarried individuals have to fulfill less economic responsibilities in order to manage their household. The married workers are about 25% less unemployed. The result is found significant at 5% level. Hafeez et al. (2020) found that unemployment among unmarried respondents was 11% higher than married respondents. Furthermore, results for education level show insignificant results. It illustrates that there in not a significant association between education level and unemployment. Coefficient for the education level of bachelors and higher are 0.22 and -0.08. This shows that the probability of being unemployed rises when the educational level improved. This is because lack of technical skills and have also seen in Table 4.4 that the probability of unemployment among individuals having national diploma is quite

lesser than others. Hafeez et al. (2020) also determine that with higher level of education and job skills individuals are more likely to acquire a suitable job. Moreover, Household size has negative correlation with unemployment as value of coefficient is -0.11 but a significant association at 5% level of significance. This illustrate that the probability of being unemployed is lower among young graduates belonging to large families as they have more financial responsibilities to fulfill the needs of their family in this regard, they agreed on even lower salaried jobs. Result shows that the individual from large family size are 12% more employed as compare to that of small families. Hafeez et al. (2020) also depicts probably the same estimates. Likewise, income class has also shown significant but inverse relationship with unemployment. The estimated coefficients for lower class, middle class and upper class are -1.05, -1.67 and -2.52 respectively. It is estimated that the probability of unemployment among individuals of middle class is 16% less than the lower-class individuals. It is because the lower-class individuals have lower level of education and lesser job opportunities, on the other hand the middle- and upper-class individuals have more education level and more chances to get a job.

Generally, lack of technical skills is also an important factor in increasing unemployment among young graduates. Technical skill has negative correlation with unemployment as value of coefficient is -0.75 but a significant association at 5% level of significance. Result has shown a significant and inverse relationship with unemployment. It is estimated that individuals with technical skills were 9% less unemployed than unskilled graduates. It is needed that technical skills are included in curriculum of universities so that a skilled youth can be generated to counter the increasing unemployment. Hafeez et al. (2020) also estimated the individuals with technical skills are 6% less unemployed than unskilled individuals. The coefficient for job preference is 1.40 with significant p-value. The result indicates that educated person who prefers public employment over private employment will experience prolonged unemployment. This is the case because educated young people feel that their jobs in the public sector are more secure than their jobs in the private sector. The likelihood of unemployment may be favorably impacted by a preference for government employment. It has been discovered that people who choose government employment are 23% more likely to be jobless. Similar findings are supported by Hyder (2006) and Hafeez et al. (2020). The likelihood of unemployment is positively correlated with a preference for government work.

Conclusion and Policy Recommendations

The study concluded that age was a key factor that was inversely related to the unemployment. The probability of unemployment is higher among female respondents. As it is primary responsibility of male to bring bread and butter for their family. Similarly, unmarried respondents are more likely to be unemployed because they are under less financial strain and prefer to wait until they find a career that suits them. Also, probability of unemployment reduces with more skills and experience. Education level indicated an inverse relationship with the probability of unemployment among fresh

graduates. It depicts that the unemployment risk increases with education level. Technical education is crucial for reducing youth unemployment among young graduates. This implies that people with some technical skills are more likely to get employment. According to estimates, educated people who favor working in the public sector over private sector experience lengthier periods of unemployment. Because jobs in the public sector are more secure for educated people than jobs in the private sector. Furthermore, it is also concluded from bigger families' male labors have higher financial pressure, found to be less unemployed than the individuals from smaller family size.

- Therefore, the study recommended that we need an effective plan and mechanism to control the rapid growth of population, create more job opportunities, offer credit facilities for self-employment, equip people with necessary skills, and tackle corruption to reduce unemployment in the area.
- Government should be organizing to boos up these variables for job opportunity.
- Young female graduates should also be urged to participate in development initiatives by providing them facilities and incentives.
- Last but not least, government sector, private sector and whole nation should collectively take part to create jobs and to curb the unemployment.

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