

FACTORS INFLUENCING FIRST-TIME JOB SEEKERS IN JOB SELECTION: A SYSTEMATIC LITERATURE REVIEW USING PRISMA FRAMEWORK, 2020

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Abstract

This systematic review of the literature aims to identify the possible factors that influence job selection (private sector jobs vs. public sector jobs) among bachelor's degree graduates in India: the first-time job seekers. For the literature review, the study uses the PRISMA 2020 framework, which included both a database search using software and a manual search. The authors collected the data on applicants and vacancies from the Indian government via a Right to Information reply. The study identified economic and non-economic factors that may influence the job selection decisions of inexperienced job seekers with a bachelor's degree in India. From literature reviews and RTI response data, the present study aimed to explore the dimensions of youth employment and the drivers of pre-entry work decisions in India.

Keywords: Youth, Employability, Unemployment, Job Search

INTRODUCTION

The population in general and youth can be significant resources for the development of the country and the global world. This can be so certain when youth is provided with and has access to the basic need to thrive, such as education, skills, and opportunity (specifically job market). The most remarkable challenge the youth population is witnessing is when they become first-time jobseekers and search for economic opportunities as existing in their country of residence (Government of India, 2017).

As we continue to discuss the issue of youth unemployment, the first and most important step is to define the youth population. According to India's National Youth Policy, 2014, a "youth" refers to a person of a certain age who is looking for their first job after completing their compulsory education (Government of India, 2014). Different countries define youth differently, as do the age groups they want to include in the youth population. As per United Nations General Assembly, 1985, youth is defined as the people aged 15 to 24 years old, without prejudice to other Member States' definitions (United Nations, 1985). However, India has defined the youth population as belonging to the age group of 15-29 years (Government of India, 2014).

Youth unemployment and underemployment are prevalent around the world. "The reason is that young people, in general, lack skills, work experience, job search abilities, and the financial resources to find employment" (Matsumoto et al., 2012; Mitra & Verick, 2013; Sara & Schmidt, 2013; United Nations, 2003). Looking at India as an example, it is a reality that the open unemployment rate in India, particularly in the 15-19 and 20-24 age groups, is extremely high for

both men and women (Mitra & Verick, 2013). In India, an upward trend of youth unemployment can be seen, as per the usual status, 2004-2005, at around 8 percent of the rate of unemployment for the youth labour force (Sinha, 2013). It has been witnessed that the share of youth in the labour force has been decreasing as school and college enrolment rates have increased, but their higher percentage in the labour force indicates that youth unemployment and underemployment will continue to be major policy issues in India for many years to come (Mitra & Verick, 2013).

In most countries across all regions, youth employment is now a key policy goal. It is being interpreted into the formulation of a world's strategic positioning for youth employment at the international level, and it is being incorporated into the 2030 development agenda Sustainable Development Goals (Government of India, 2017). As the world is focusing on youth unemployment, the Indian government must focus on youth unemployment as the high population rate in a developing country is detrimental to the growth of the economy. Given India's demographic bulge in the mid, with an increasing proportion of the population aged 25-50 years, one source of future economic growth in India appears to be an increasing proportion of youth population as a result of the "demographic dividend" or the "youth bulge." (Venkatanarayana & Dev, 2011).

India's youth unemployment problem stems from the country's status as a developing country. It has a high rate of population growth and a lack of adequate educational infrastructure. It is frequently argued that when young people continue to pursue formal education, many educational and training institutions fail to provide them with the necessary skills to escape poverty and unemployment (Government of India, 2017). "In terms of the level

of education, the unemployment rate was highest among young graduates at 35.5 percent according to the usual status in 2004–2005” (Sinha, 2013).

According to the Labour Bureau’s “Third Annual Employment & Unemployment Survey 2012–13,” illiterate youth have a lower unemployment rate than educated youth in India. In comparison to the previous Labour Bureau report, the unemployment rate “increased during 2012–2013 over 2011–2012. In India, the unemployment rate among illiterate youth is the lowest, at 3.7 percent for the age group 15–29 years. In the 2011–2012 report, the unemployment rate in the same group was observed at 1.2 percent” (Singh & Raj, 2018). Given the high rate of youth unemployment in India, it is critical to investigate the factors that influence the job selection decisions of first-time job seekers with a bachelor’s degree. To give government policies a direction in dealing with the issue of youth unemployment, it is critical to consider the job selection preferences of those for whom the government is taking initiative, as creating jobs without knowing what jobs youth prefer is a national waste.

The present study aims to identify the problems of unemployed Indian youth, as well as to investigate the possible factors that could influence the choice of first-time job seekers (with a bachelor’s degree as the minimum education level) in selecting jobs between the public and private sectors, particularly in light of the economy’s current high unemployment rate.

The section provides an overview of the article. Following the introduction, the section discusses the methods used in selecting previous research articles for the literature review, followed by the results and discussion, which discuss the factors identified from the analysis. The study concludes with conclusions and policy recommendations.

METHOD

The systematic literature review analysis was done to synthesize the relevant factors for the study of the topic. The papers were systematically collected, reviewed, and summarised. The authors conducted a systematic literature review using the PRISMA 2020 framework, and records were found using the Publish or Perish software database and a Google Scholar search. Manual searches of various websites, organizations, and citations using comprehensive pearl search growing, as recommended by Schlosser et al., were also identified as sources of records (Schlosser et al., 2006)

Search strategy

Part 1: Database search Step 1. Papers selected: 999

The research articles were selected using the Publish or Perish software tool, which extracted the database from a Google Scholar search. As the software’s maximum limit for a search of 1000 articles. The 999 articles were selected by title

searching “youth unemployment” from Google Scholar Search for further examination. Papers were searched from 1985 till 2021. The year 1985 was chosen as the preliminary step for searching for research articles because the United Nations General Assembly held International Youth Year at the time.

Due to duplicity, 9 articles were excluded, and 990 articles were chosen.

Step 2. Papers selected: 990

As they were books, 195 records were excluded in this step. The journal article piqued the author’s interest in the literature review.

Step 3. Papers selected: 795

Following the exclusion of 195 books from the study, another 365 articles were excluded because they could not be retrieved.

Step 4. Papers selected: 430

430 reports were assessed for eligibility. All papers selected were in the English language. 36 articles were excluded because they dealt with subjects other than economics and finance, primarily medicine, psychology, crime, and sociology. Furthermore, 380 articles were eliminated after a thorough review of the abstracts. The articles were removed because they were unrelated to the study topic.

Step 4. Papers selected: 14

14 articles were selected which were relevant for the present study.

Part 2: Manual search.

A further search was done on ‘The Bates’ berry-picking strategy’, which includes the following six tactics; Backward chaining (or footnote chasing), which entails tracking down references (footnotes) in relevant books and publications and working backward via a series of reference lists, citation searching (also known as “forward chaining”) starts with a citation, looks it up in a citation index to see who cites it, and follows the chain in a forward direction. Run a journal (hand searching relevant journals, Journal articles, or abstract series with summaries of the literature), Scan by area (browsing materials that are physically close to those found earlier in a search). Abstracting and indexing (A & I) services and subject searches in bibliographies. Looking for an author in the area of research (Bates, 1989).

Step 1. Papers selected: 14

The search strategy incorporates a technique known as “comprehensive pearl growing”. The initial step in pearl expansion is to identify the ‘key pearls’ (key studies) found during the literature review of the paper and are relevant to the review’s goal (Schlosser et al., 2006). The key pearls that the author has taken into consideration were youth, employability, unemployment, state government, job search, public sector motivation, public sector job, private-sector job

Step 2. Papers selected: 18

Citation searching and footnote chasing were used to collect the other set of relevant articles for the current study based on the research topic and objective.

Step 3. Reports from organizations selected: 8

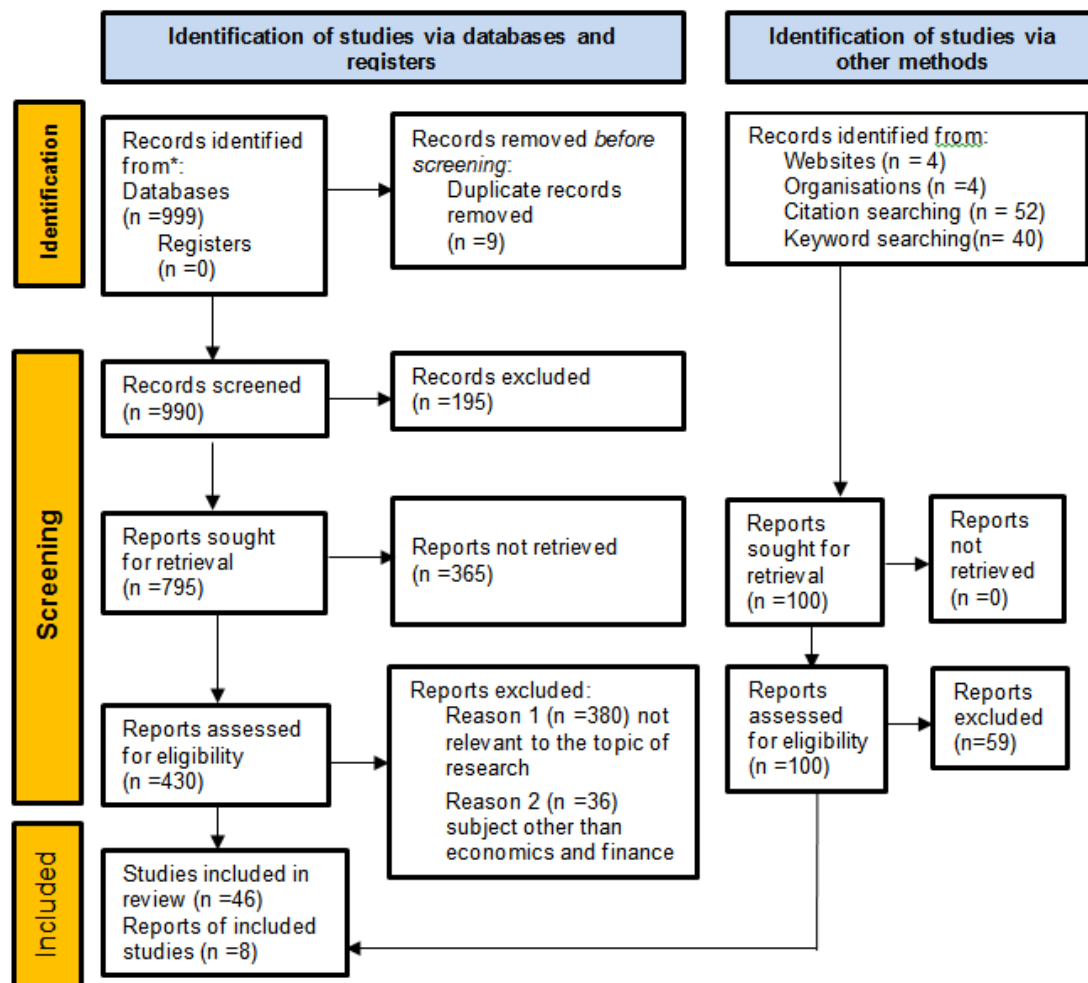
The website search of respective government agencies and international organizations was done

for relevant government reports and data published for youth unemployment. Reports published by the United Nations, International Labour Organisations, and the Government of India were analysed to better understand the objective of the present research study.

Final paper selection from above steps in parts 1 and 2: 54

Please refer figure 1. for better understanding.

Figure 1.



The following is the description of article's structure.

The quantitative method of research was used in the articles identified for the literature review which included secondary data from the National Sample Survey (NSS), British Household Panel Survey (BHPS), Labour Force Survey (LFS), Periodic Labour Force Survey (PLFS), Bureau of Labour Statistics, National Sample Survey Organization Reports, India Labour Report, Online databases from the All-India Council of Technical Education, Monster Jobs Online.

Qualitative research methods included a primary survey with participant observation, structured interviews.

A mixed method was used in the paper where the authors used both secondary data and primary data for research.

The list of selected papers is available in the appendix (Table 1.), which contain detailed information about the title, authors, year of publication, journal publication, gap identified from the literature review, and economic and non-economic factors identified from the articles for the study.

RESULTS

After reviewing the selected papers, the research is separated into economic and non-economic aspects influencing first-time job searchers' employment choices.

Economic Factors

Business culture and neoliberal subjectivity development: With rising unemployment, one possible solution could be the development of neoliberal subjectivity. "Investigations of big business culture and neoliberal subjectivity

development regularly underscore how people shore up their worth by contending with others and advancing their advantages” (Deuchar & Dyson, 2020). Structural changes like industries, labour markets, and global economic competition that, on the one hand, are eliminating whole categories of jobs and, on the other, are creating new ones (but not nearly fast enough) (Piecha & Wescott, 2014). The neoliberal system is distinguished by its alienation of the state and reliance on private capital to boost the economy (Singh & Kumar, 2021). Neo-liberalization plays a significant role where youth attribute to helping others as a part of being ambitious and showing how the rehearses duplicate sexual orientation and class imbalances. This way, the employed graduated youth can use their experience to offer new administrations to newly found establishments (Deuchar & Dyson, 2020).

Comparison of pay referent levels and satisfaction with pay levels: Differences in pay levels across the private and public sectors play a key role in decision-making in job selection by youth. As per the study of Bordia and Blau (1998) public sector employees have significantly higher salary levels at internal same level jobs (internal or pay comparisons within a company) due to longer tenure than private-sector employees, in private-sector organization the external pay referent (external or pay comparisons outside a company) is higher as compared to the public-sector as they pay higher to draw employees to their organization, and the importance of psychological contracts that managers should consider for employee efficiency enhancement. Moreover, it can be concluded that pay levels were more satisfactory for private-sector employees when compared with public sector employees, financial rewards and efficiency of the employee are more appreciated in private sector organizations than the public sector organization, employee satisfaction from the job is more in private than public sector organizations (Bordia & Blau, 1998). The large excess demand for every open public sector job – often exceeding 200 applicants per job opening – indicate that the pay and benefits of a government job are too high (especially when lifetime job security is considered) and that it may be possible to hire more staff at lower pay (Muralidharan, 2016). In the study by Waqif and Reddy (2015) the findings reveal low pay differential and high professional stability in the public area banks (Waqif & Reddy, 2015). Saha et al. (2014) observed that “for low- income employment, public-sector employees earn more than private-sector workers, but the wage gap closes as one goes up the wage scale” (Saha et al., 2014).

Budget constraints of the government: In India, higher-income states, as well as those with a faster rate of growth, have lower unemployment rates (Nepram et al., 2021). The centre’s allocation of funds to various states is heavily influenced by the same political party effect as employment is the item of the concurrent list under the constitution

(Jain, 2017). Governments’ inability to recruit individuals to replace shortfalls is due to a lack of fiscal and budgetary flexibility, as wage expenses account for the majority of government programme spending, and the costs of recruiting more people are enormous (Muralidharan, 2016). Falch (2001) in his paper, discusses that “the specification of the budget constraint is critical in all public sector optimization models, including labour market models. He explains that budget constraints and government budget processes are critical components of public sector collective bargaining. His findings show that the loss of increased wage for a given employment level is greater for a budget-constrained employer than for a profit-maximizing private-sector employer” (Falch, 2001).

Labour market constraints at the pre-entry level: Youth participating in the workforce is usually perceived as a vulnerable population, with an above-average rate of job attrition rate and a higher likelihood of becoming unemployed. (Caliendo et al., 2011). The labour market cannot absorb the annual inflow of new graduates (Gontkovičová et al., 2015) due to the high supply of unemployed youth. Work experience is a constraint for entering the labour market. A higher majority of unemployed young graduates have never worked before - they are newcomers to the workforce. High rates of youth unemployment are likely to have contributed to an increase in the number of young people attending schools and universities, yet these institutions do not provide work experience (Visaria, 1998). “Experienced workers have higher average productivity and lower rates of job finding and separation, which corresponds to wage and worker flow data” (Gorry, 2013). Workers in the younger age groups are paid less than those in the older age groups, implying that workers benefit from their labour market expertise in terms of wage rates (Lee & Choi, 2013). The level and direction of the jobs available in the job market to young people, in general, are of low quality. There is a dearth of further progression in the labour market, trapping new graduates in low-paying dead-end occupations in the private sector (Keep, 2012). “The emergence of high levels of temporary and part-time employment among young people, as well as the long-term consequences of these contractual forms, is also becoming a major issue” (O’Higgins, 2016). It can be concluded that young graduates prefer the public sector because it offers high-level positions without prior experience or competence; yet, in the private sector, obtaining a high-quality work position without professional schooling is quite difficult.

High youth unemployment and low employment quality: “In the youth labour force, there was a considerable difference in unemployment rates between literates and illiterates, with literates having a greater unemployment rate than illiterates” (Venkatanarayana & Dev, 2011).

Unemployment among educated youth is high it is the highest of any group (Majumdar & Mukherjee, 2013). According to the NSSO 68th round (2011-2012), when compared to the general population, the youth unemployment rate was much higher. The general trend was that the unemployment rate for people aged 15 to 29 years increased with their level of education. For every educational level, the rates are higher among youths than among people aged 15 to 59. Unemployment rates among educated youth were 8.1 percent, 15.5 percent, 11.7 percent, and 19.8 percent, respectively, for urban males, urban females, rural males, and rural females. Mehrotra et al. (2014) reveals that over the next five years (2012-17), the number of young people entering the labour force will increase the male labour force by nearly 40 million and the female labour force by 11 million (or, a total of 51 million). In other words, each year, approximately 10 million new young people will be looking for work. As a result, the number of non-agricultural jobs that must be created must increase by at least 10 million per year (or 50 million in five years). If we add the current stock of educated unemployed (a total of 10 million), they should be added to the number of people looking for work in industry and services (Mehrotra et al., 2014). "Any attempt to address the supply and demand mismatch must begin with an assessment of the nature of labour demand, separately for urban and rural areas, and especially for new entrants into the labour market" (Majumdar & Mukherjee, 2013). Because of the high rate of the youth population, job opportunities in both the private and public sectors are needed to absorb the youth labour force.

Educational Qualification and background of the first-time job seekers: "Educational attainment can be both advantageous (improving employability in high and medium skill occupations) and an obstacle (highest unemployment among the educated)" (Bisht & Pattanaik, 2020). A public sector job's minimum educational qualification, even for Group A level (Indian Administrative Services, Indian Police Services, etc., is Bachelor's degree in any discipline, making it accessible for unskilled and non-technical job seekers (Waqif & Reddy, 2015). "Most graduate job seekers come from general academic disciplines, with Arts graduates leading the list, accounting for about 40 percent of all graduate job seekers" (Khare, 2014). These youth graduates lack the required skills required in the labour market. There is inefficiency in the public service delivery as in the current system of public sector hiring, most applicants begin a permanent government job without any prior knowledge of what the job entails in practice. The applicants appear for the entrance test or interview without having the required skill for the particular jobs (Muralidharan, 2016). This gives an added advantage for the unskilled workers which are required in the private sector for hiring. A strong connection prevails between educational attainment and the workplace. The risk of educational accomplishments becoming redundant

in the labour market rises as employability is delayed. "The broad gap between demand (labour market) and supply (education and skills) forces educated youth to compensate with low-skilled employment, resulting in the "crowding out" effect – a phenomenon in which highly educated youth compromise with low-skilled jobs at the expense of their less-educated counterparts" (Longhi & Taylor, 2014). The point of argument can be concluded that employability opportunities are greater for people with a technical background and lower for people with an academic background because they lack the necessary skills to get a job. For the youth, this could be a factor in their decision to work in the public or private sectors. Furthermore, it is seen that youth unemployment can be reduced by enacting policies that encourage a job-oriented lesson plan and strive to reform academic as well as professional development (Refrigeri & Aleandri, 2013).

Non-economic Factors

Sustainable employment opportunities and social security benefits: Waqif and Reddy (2015) explain how public sector jobs are largely more straightforward and open to the public and legal examination and responsibility than in private areas. Public sector recruitment is impartial and provides time-based promotions and stability. In comparison to the private sector, such jobs may offer lower pay. Moreover, procedures for recruitment, retention, and promotion, among other things, are governed by established guidelines and are overseen by the Union Public Service Commission and the Ministry of Human Resource Development, or State Public Service Commissions. Hundreds of job openings for recent university and college graduates are available each year in various Central Government ministries, departments, and organizations (Waqif & Reddy, 2015). The study conducted by Lee and Choi (2013), on the graduates at the pre-entry level, shows that college students pursue government jobs solely for job stability or social recognition, without thorough consideration of motivation, ability, and aptitude (Lee & Choi, 2013). The lack of social security benefits is India's main challenge in terms of youth unemployment. Because of high youth unemployment in India, and in the absence of any form of social security, young people are forced to accept exploitative employment conditions out of desperation (Sinha, 2013).

Public Service Motivation (PSM): The findings by Christensen and Wright (2011) suggest that specific job features such as service emphasis and income mostly inherited in public sector jobs, maybe called PSM, play an essential role in job choice decisions. "Individuals with a higher PSM are more likely to choose a public sector job because the purposes of public sector organizations align better with the employee's public service beliefs" (Christensen & Wright, 2011). PSM's main claims are that "the greater an individual's public service motivation, the more likely the

individual will seek membership in a public organization” (Korac et al., 2019). One of the most compelling reasons for people to join the public sector is to assist and support the community they belonged to. “Providing for the interests of the community increases a person’s social capital and prestige and is viewed as a way to move up the social ladder” (Bouma et al., 2008). According to research on public service motivation by Wright and Christensen (2010), PSM influences employee sector choice. Their findings suggest that “while PSM does not anticipate a job seeker’s first job sector, it does increase the probability of the subsequent employment being in the public organizations” (Wright & Christensen, 2010). Another study by Wright et al., 2017 concluded that “after controlling for academic aptitude, gender, school, and age, respondents with higher levels of PSM were more likely to choose public sector jobs after graduation” (Wright et al., 2017). As a result, public service motivation has a significant impact on a young graduate’s decision to work in the public or private sector at the pre-employment stage.

Central and state government’s political alignment: “Employment in State Level Public Sector Enterprises (SLPEs) is influenced by a mix of firm-specific factors as well as state-specific political and economic factors. In terms of firm-specific factors, it has been observed that low profits, high capital, and large loans from both levels of government lead to increased employment generation in SLPEs. This suggests that having the same party at both levels of government makes it easier to find work. In particular, if the same party governs both the Centre and the state, the effect of the loans on employment is greater. Credit availability and low tax rates are two state-specific political factors that boost employment in SLPEs” (Jain, 2017). Therefore, if there is the same political party at the central and the state government, there are high public sector job vacancies available in that state. This will attract graduate youth to aspire for public sector jobs, however, at the time of hiring freeze, they may choose private sector employment. A limited study is conducted on the relationship between political alignment and vacancies.

Low job satisfaction and high competition: The working-hour preferences, job-search strategies, personality traits, and job histories of employed and unemployed job applicants were compared. Competition from “employed job seekers reduces the number of job opportunities available to the unemployed, assuming both trying to compete for the same jobs” (Longhi & Taylor, 2014). Due to stiff competition for the same job positions among employed and new entrants, younger employees have lowered their reservation wanting to get experience, forcing the elderly workers’ incomes to fall as well. The issue of insurgency is at the centre of attention, and it is indeed linked to the challenges of youth joblessness (Mitra & Verick,

2013). “The youth employment challenge is part of the larger issue of labour market oversupply; the only way to address this is to increase market demand for labour. If demand does not rise, youth-targeted employment interventions simply redistribute employment opportunities by hiring youth at the expense of others. Such displacement effects (job transfers as a result of interventions) reduce the net benefits and cost-effectiveness of employment programs but are rarely considered in evaluations or planning” (Fox & Kaul, 2018).

First-time job seeker’s willingness to face a longer period of unemployment: People who prefer public sector jobs have a relatively long period of unemployment than those who tend to favour private jobs. The preferred option for government work reduces the duration of unemployment (Khan & Yousaf, 2013). Hyder (2007) indicated that preference for employment in the public sector is associated with longer periods of unemployment. The estimated effect in the study shows that the unemployed who reported a desire for public sector workers have uncompleted durations that are nearly four months longer on average, adjusted for education and other factors (Hyder, 2007). It is also evident that “the unemployment rate increases with the level of education, which substantiates the fact that youth without education often belong to low-income households and hence, cannot afford to remain unemployed for long” (Mitra & Verick, 2013). The job seekers at the pre-entry level must take into consideration the unemployment period and the wage scar. Gregg and Tominey (2005), indicate a 13–21 percent lesion from the initial period of unemployment at the age of 42. However, if individuals mitigate repetitive joblessness exposure, the penalty is reduced to 9–11 percent (Gregg & Tominey, 2005). Therefore, it is evident “long-term youth unemployment is associated with poorer lifetime job prospects” (O’Higgins, 2016).

DISCUSSION AND FUTURE RESEARCH

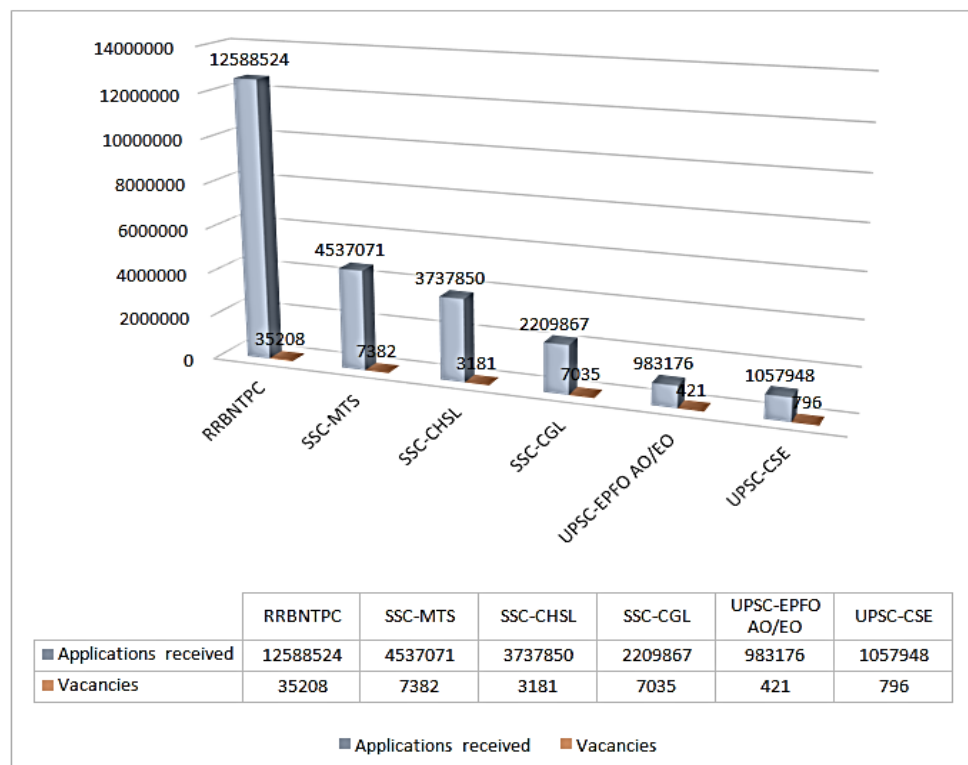
The study proposes the possible economic and non-economic factors that influence the choice of job selection (public v/s private sector jobs) for the first-time job seekers focused on the graduated youth in India. Decision-makers are influenced by job opportunities in both sectors. Business culture and the development of neoliberal subjectivity assist youth in the creation of previously unknown industries. As a result, provide enormous growth opportunities for job creation in the private sector. This development in the Indian economy can benefit unemployed youth as several initiatives are taken by the government for self-employment generation namely Prime Minister Employment Generation Program, Atmanirbhar Bharat Rozgar Yojana, and many more. Pay referent levels and satisfaction with pay levels are both the deciding factor whether the job seeker will choose the public or private sector. The conclusion based on the articles reveals that if more employment opportunities will be generated at better pay levels,

it will attract youth who are unemployed and working in the private sector. It also shows that at the lower level there is more income disparity between the public and private sector employees. It is observed that Employees in the government sector earn more than those in the private sector in low-wage jobs, but the wage disparity diminishes when one shifts up the wage scale. The government's budget constraints influence the availability of vacancies in any given year. As a result, public sector vacancies are subject to the government's desire to spend on filling vacant job vacancies. However, vacancies in the private sector are not directly influenced by the government's budget constraints. Another study finding explains how high youth unemployment forces young graduates to work for low-wage jobs because they lack experience at the entry level. Because of the high number of unemployed youths in India, job opportunities in both the public and private sectors are required to absorb the young labour force. The extent of social security in the respective sectors be it public or private, is the driving force attracting the young population. Educational Qualification and background of the first-time job seekers affect if the person will be looking for a job in the public or private sector. The educational qualification and background suggest that public sector jobs are more lucrative for non-technical backgrounds. Engineering, management, and other disciplines students seek to work in private/corporate firms both domestically and internationally (Waqif & Reddy, 2015). Graduates with an academic

background look for jobs in the public sector because government job recruitment agencies like Union Public Service Commission (UPSC) or Staff Selection Commission (SSC) in India do not require any specialization or experience for the jobs where eligibility is bachelor's degree. If a person comes from a technical background, they prefer the private sector because it provides them with more exposure and a higher pay scale. After all, their education includes the skill development required in the job market.

Due to the unavailability of such data, the researcher attempted to gather the data from RTI responses from the government of India's several ministries. According to the self-collected RTI data by the first author of the present study, it is observed that public sector jobs are more attractive for Group C and Group D level jobs as compared to Group A and Group B level jobs as it is reflected in the total number of aspirants applied for Group C/D levels jobs RRB-NTPC, 2020: 1,25,88,524 applications received against 35,208 vacancies, SSC-MTS: 45,37,071 against 7382 approx. vacancies, SSC-CHSL, 2020: 37,37,850 against 3,181 vacancies in the public sector is much higher than the aspirants who apply for Group A/B level jobs SSC-CGL, 2020: 22,09,867 applications against 7035 vacancies, UPSC-EPFO EO/AO, 2020: 98,31,76 application against 421 vacancies, UPSC CSE, 2020: 10,57,948 applications against 796 vacancies. Observe figure 2. for a clear understanding.

Figure 2.



Source: Compiled by author from RTI reply by Government of India.

The non-economic factor includes sustainable employment opportunities, social security time-based promotion, high salary, other perks, and

benefits that influence the choice of job selection. Social security includes benefits other than the basic pay to the employee. Policy initiative of the

government on social security programmes such as Code on social security, 2020 passed by the Indian parliament aims to strengthen the social security for self-employed, gig workers, home-based workers, wage workers, and platform workers. Young graduates will prefer sectors that offer better social security benefits and job stability. Another non-economic factor could be PSM. “Individuals with a higher PSM are more likely to choose a public sector job because the purposes of public sector organizations align better with the employee’s public service beliefs” (Christensen & Wright, 2011). The unaccounted income could also be a possible factor to influence youth to public sector jobs, but no conclusion can be made as the research conducted on unreported income in public sector jobs shows that the findings do not conclusively support the theory that public workers collect substantial sums of money in bribes and spend them on long-term consumption (Saha et al., 2014). The political alignment between the center and state also influences the job creation of the particular state. If there is the same political party at both levels of the government, it can be seen that the public sector job vacancies will be more in that state. The vacancies available in a financial year play a deciding factor for the aspirants to get prepared for the entrance exams of the public sector job or to take up jobs in the private sector. An interesting observation was seen that if the first-time job seekers are willing to wait for a longer duration, then they choose public sector jobs.

Future researchers can use the factors identified in the analysis to investigate which factors can influence young decision-makers at the pre-entry employment level and to what extent through empirical study.

CONCLUSION

Youth unemployment in India is a serious problem. This review has attempted to provide a conceptual overview of the factors that affect the choice of job selection in first-time job seekers (mainly focused on youth with bachelor’s degrees). India currently has a significantly high unemployment rate among the educated, and concerns have been raised about youth employability due to a lack of education, training, and marketable skills (Majumdar & Mukherjee, 2013). Researchers agree that business culture and neoliberal subjectivity development, pay referent levels and satisfaction with pay levels, educational qualification and background of the first-time job seekers, the budget constraint of the government, stiff competition in the labour market, sustainable employment opportunities and social security benefits, PSM, political alignment between the central and state governments, and willingness of the job seekers at the pre-entry level to face longer periods of unemployment are the factors that influence the choice of job selection between private and public sector in India. Despite continued policy and programme initiatives to tackle the challenge, India, as a developing

country, continues to suffer from unemployment and underemployment. In the absence of official social security, India’s youth face survival challenges and limited opportunities for growth (Sinha, 2013). Initiatives like the National Skills Development Mission mainly Pradhan Mantri Kaushal Vikas Yojana (PMKVY), National Education Policy 2021, Code on Social Security, 2020 by the government of India, enhance job opportunities in the private sector. Both public and private sectors must work towards job creation for the youth to absorb this growing labour force. However, “the creation of public sector jobs is detrimental to medium-term employment prospects and ineffective in the long run” (Caliendo et al., 2011). Therefore, more emphasis should be on private job creation. Improving education, business support, and public awareness of the various issues of youth unemployment can help in solving the problem (Krishnan, 2010). Increasing the number of vacancies and timely posting of the selected candidates will lower the unemployment burden of youth from the economy by the public sector. As inexperienced job seekers lack the required skill and experience for the job requirement at the pre-entry level, the private sector must focus on internship hiring processes, where the required skill for the sector can be imparted for the job in the private sector. With a rising number of country-level initiatives encompassing many public and private sector actors and institutions, the emphasis is now shifting to the formation of partnerships to achieve policy coherence with effective coordination in the field of youth employment (Government of India, 2017). “Youth unemployment can be reduced by enacting policies that encourage a work-related curriculum and seek to reform education systems and professional development. Such policies necessitate the inclusion of professional orientation and training programs, as well as career counselling and work placement schemes, in school and university curricula, thereby reducing the gap left by insufficient work experience, improving human capital quality, and allowing for a de facto improvement in labour market education” (Refrigeri & Aleandri, 2013). As part of a larger effort, India has developed measures to impart skills and is receiving assistance from various countries, including Germany, in the area of vocational training. However, the impact of these initiatives has been limited. There is a necessity to know and understand other people’s experiences, job-security programmes dedicated to employment generation, and social security schemes. If the government is hesitant in choosing between implementing new policies or reforms, it is shown advisable that policies that reduce overall unemployment have a disproportionately large impact on youth unemployment than reforms (Marelli et al., 2013).

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APPENDIX

Table 1.

Title	Author, Year, Publication	Gap Analysis	Factor Identified from Paper
Exploring the magnitude of inclusion of Indian youth in the world of work based on choices of educational attainment	Nitin Bisht and Falguni Pattanaik, 2020, Emerald Publishing Limited	The employability of highly educated youth is extremely difficult, as there is a risk that their educational accomplishments will not satisfy the labour market's current demand. The gap between the youth labour force demand and supply based on educational attainment depends on factors like pay scale, job security, etc. has not been taken into consideration.	Educational Qualification and background of the first-time job seekers
Between unemployment and enterprise in neoliberal India: Educated youth creating work in the private education	Andrew Deuchar and Jane Dyson, 2020, John Wiley Sons Ltd.	The paper leaves out about how the sense of value can differ from dominant market strategies. How neoliberal values can help create employment. What an unemployed youth counts as meaningful work even with unpaid labour.	Business culture and neoliberal subjectivity development
Pay referent comparison and pay level satisfaction in private versus public sector organizations in India n sector	Prashant Bordia and Gary Blau, 1998, Routledge (Taylor & Francis Group)	The study should have been done taking a larger sample size that include more factors salary expectations and realistic job purview (RJP) which represents both positive and negative information about the organization to prospective employees	Comparison of pay referent levels and satisfaction with pay levels
Unemployment duration of first-time job seekers: A case study of Bahawalpur	Tasnim Khan and Fatima Yousaf, 2013, Asian Economic and Social Society	The asymmetric information in the market for first-time job seekers could be a significant factor in the paper. The paper must include the role of self-employment to combat unemployment in youth in the emerging economies	Educational Qualification and background of the first-time job seekers
Employed and Unemployed Job Seekers and the business cycle	Simonetta Longhi and Mark Taylor, 2014, John Wiley Sons Ltd.	The authors failed to make the comparisons between the different professions and types of job search i.e., white-collar jobs and blue-collar jobs	Educational Qualification and background of the first-time job seekers:
Collective bargaining in the public sector and the role of budget determination	Torberg Falch, 2001, Elsevier	The model predicts steady and well-defined utility functions for informed and rational public sector decision-makers. Though this emphasizes substantial differences between public and private sectors in collective bargaining, it leaves out politics and uncertainty.	Budget constraints of the government
Sustainable Employment Opportunities in Governments in India and Public and Financial Sectors	Arif A. Waqif and N. Ravinder Reddy, 2015, Scientific Research Publisher	The authors suggest that there are large openings in India in the public sector jobs but the level of competition for the seats has not been discussed. Moreover, the possible source of information available to the job seekers has also not been discussed.	Comparison of pay referent levels and satisfaction with pay levels, Educational Qualification and background of the first-time job seekers, Sustainable employment opportunities and social security benefits
Explaining employment trends in the Indian economy: 1993-94 to 2011-12	Santosh Mehrotra, Jajati Parida, Sharmistha Sinha and Ankita Gandhi, 2014, Economic and Political Weekly	The authors of the article have identified a research gap in how the 17 million jobs per year will be created in non-agriculture.	High youth unemployment and low employment quality
Employment, Employability and Higher Education in India: The Missing Links	Mona Khare, 2014, Sage Publication	The author fails to address the accommodation of white-collar jobs too in the government program and schemes which require soft and technical skills as the educated unemployment is the issue to resolve for a country like India to be the world leader	Educational Qualification and background of the first-time job seekers
A New Approach to Public Sector Hiring in India for Improved Service Delivery	Karthik Muralidharan, 2016, National Council of Applied Economic Research	As the author focuses on the front-line workers in service delivery. However, other sectors are not much explored where the same model of hiring can be applied.	Educational Qualification and background of the first-time job seekers, Sustainable employment opportunities
Youth employment and unemployment: an Indian perspective	Arup Mitra and Sher Verick, 2013, International Labour Organisation	The study talks about government intervention but does not give any possible solution or government program that would fit in the Indian model.	First-time job seeker's willingness to face a longer period of unemployment

Title	Author, Year, Publication	Gap Analysis	Factor Identified from Paper
Influence of Political Alignment and Federal Structure on Public Sector Employment: The case of India	Ritika Jain, 2017, AccessEcon	The study ignores the relationship between the independence of SLPE and vacancies. Therefore, studies can be undertaken regarding the independence of SLPEs from political influence and its effect on the rise in the number of vacancies and the period to fulfill the vacancies.	Political alignment between the federal and state governments
Public and Private Sector Jobs, Unreported Income and Consumption Gap in India: Evidence from Micro-Data	Saibal Kar, Poulomi Roy and Sarani Saha, 2014, IZA- Institute of Labour Economics	As the author fails to suggest the possible factors for an increase in durable goods spending between the two-sector jobs. Other economic models should be taken into consideration which will be able to explain the factor better.	Comparison of pay referent levels and satisfaction with pay levels
Combating Youth Unemployment in India	Pravin Sinha, 2013, Friedrich Ebert Stiftung	The author has done the study considering the age of the youth from 15-24 years but in India, the youth is considered from 15-29 years. Therefore, a large section of the youth has been left out of the study.	Educational Qualification and background of the first-time job seekers, Sustainable employment opportunities and social security benefits
Causes of Youth Unemployment: Emerging Issue in Indian Economy.	Rubee Singh and Archana Raj, 2018, IJEMR	The authors have taken limited causes of youth unemployment. The non-economic factors were ignored by the author in the research study	Unemployment rate estimates
The Effects of Public Service Motivation on Job Choice Decisions: Disentangling the Contributions of person-organization Fit and Person-Job Fit Robert	Robert K. Christensen and Bradley E. Wright, 2011, Oxford University Press	The author uses 6 questions to capture the respondent's PSM (Public Service Motivation). More questions can be included for better analysis of the study.	Public Service Motivation
Does Public Service Motivation Influence College Students ' Intention to Work in the Public Sector? Evidence From Korea"	Geon Lee and Do Lim Choi, 2013, Sage Publication	Future research should investigate the issues of unemployment by concentrating on job seekers throughout the labour market and using probability-based sampling. Furthermore, as a result of the study, yet another question remains. Empirical research needs to be conducted to determine how PSM and perhaps other work satisfaction values are instilled in Korean government employees.	Public Service Motivation, Sustainable employment opportunities and social security benefits
Youth Employment and Unemployment in India	S. Mahendra Dev and M. Venkatanarayana, 2011, Indira Gandhi Institute of Development Research (IGIDR)	The study is limited to the age group of 15-24 years. It can be extended for the age group of 15-29 years youth population.	Comparison of pay referent levels and satisfaction with pay levels
Preference for public sector jobs and wait for unemployment: A microdata analysis	Asma Hyder, 2007, Pakistan Institute of Development Economics (PIDE)	Using incomplete durations gives an imperfect picture of the topic under investigation. If people wait for a public-sector job, their total unemployed time could be much longer, and the figures in the study could be viewed as an underestimation of the effect. Furthermore, the length of unemployment may have an impact on job preferences in the public sector. This is acknowledged as feasible, but its modeling adds a layer of complexity that is not pursued in the paper.	First-time job seeker's willingness to face a longer period of unemployment
Demographic Dividend in the Age of Neoliberal Capitalism: An Analysis of Employment and Employability in India	Paramjit Singh and Surinder Kumar, 2021, Springer	The authors compared India to a small number of countries, primarily China and Japan. For a better understanding and deeper study, more countries might be examined for comparison.	Business culture and neoliberal subjectivity development
Youth Transitions, the Labour Market and Entry into	Ewart Keep, 2012, SKOPE Publication	The study includes job quality, skill utilization, recruitment and selection methods (save in the case of various forms of discrimination), workplace	Labour market constraints at the pre-entry level:

Title	Author, Year, Publication	Gap Analysis	Factor Identified from Paper
Employment: Some Reflections and Questions		innovation, and competitive advantage model choices. For cross-country comparisons, more studies can be done using all of the factors.	
The Effect of Government Expenditure on Unemployment in India: A State-Level Analysis	Damodar Nepram, Salam Prakash Singh, Samsur Jaman, 2021, Korea Distribution Science Association	As the authors suggest that the majority of the studies on the subject are centered on developed nations, a holistic study on developing countries facing jobless growth needs to be done.	Budget constraints of the government
Unemployment among youth in India: Level, nature, and policy implications	Pravin Visaria, 1998, International Labour Organization (ILO)	The high degree of illiteracy and lack of information regarding the date of birth contribute to widespread age reporting inaccuracies, which are a severe concern as highlighted by the study. Possible suggestions to correct the issue are lacking.	Labour market constraints at the pre-entry level:
Factors Affecting the Preference for Public Sector Employment at the Pre-Entry Level: A Systematic Review	Sanja Korac, Iris Saliterer and Benedikt Weigand, 2019, Taylor and Francis	As per findings, both intrinsic and social organizational values were observed to not have any significant positive effect on preference for public sector jobs. As a result, the inclusion and/or utility of these work values in sector preference research findings should be reconsidered, at least in research conducted by participants who have not yet entered the labour market.	Public Service Motivation
Trust, Trustworthiness, and Cooperation: Social Capital and Community Resource Management	Jetske Bouma, Daan van Soest and Erwin Bulte, 2008, Elsevier	In light of the emerging empirical literature on social capital, trustworthiness is an important issue that merits further investigation.	Public Service Motivation
Public Service Motivation: A test of the job attraction-selection-attrition model	Bradley E. Wright and Robert K. Christensen, 2010, Taylor and Frances Group	Future examinations, as recommended by the authors, should lead to a more grounded trial of the first review suspicions while tending to a portion of the current review's blemishes. Specifically, research that inspects a more extensive scope of callings utilizes more complete proportions of PSM and assesses these actions before people settle on beginning work choices can be led. To all the more likely see the amount PSM is intrinsic and the amount PSM is mingled, some work ought to be made to expand the appraisal of outer impacts that might affect PSM over the long haul. These impacts can incorporate elements that influence the decision of occupation determination, similar to understudy's schooling advances, beginning compensation, work industry conditions, (for example, business accessibility inside and across various areas).	Public Service Motivation
Job Choice and Performance: Revisiting Core Assumptions about Public Service Motivation	Bradley E. Wright, Shahidul Hassan and Robert K. Christensen, 2017, Taylor and Francis Group	The study found no clear that PSM predicts measures of in-role, extra-role, or job attendance positively, so the findings do not support claims that PSM influences performance. Therefore, further research can be done taking the above recommendations of the research gap into considerations	Public Service Motivation
The Challenges for European Governments in Addressing Youth Unemployment	Juliane Piecha and Clay G. Wescott, 2014, International Public Management Network (IPMN)	One obvious area where future work is needed is a better understanding of the nature of informal, youth employment. It is difficult to identify workers with undeclared income, perhaps even more so in developed countries where informal work is frequently hidden.	Business culture and neoliberal subjectivity development
Unemployment among Educated Youth: Implications for India's Demographic Dividend	Rajarshi Majumder and Dipa Mukherjee, 2013, Munich Personal RePEc Archive	To address the disparity among workforce demand and supply, the labour demand must be investigated for different urban and rural areas and potential entrants into the labour market. This can only be accomplished through field studies conducted across the country that focus on youth and consider how micro issues like family size, family type, social status, parental education, asset holding, and so on influence skill training decisions and labour market experiences.	High youth unemployment and low employment quality

Title	Author, Year, Publication	Gap Analysis	Factor Identified from Paper
The Evidence Is In: How Should Youth Employment Programs In Low-Income Countries Be Designed?	Louise Fox and Upaasna Kaul, 2018, World Bank Policy Research Working Paper	Other data is needed to typify and see how business frameworks work. Information on the thing youngsters are doing and how they are managing their movement. One issue is that public study information illustrates what individuals can do in the workforce. More overview research on the best way to effectively assemble information in low-pay settings might be required; review times of as long as a year is without a doubt hazardous, however maybe the nature of reaction could be improved with an alternate kind of poll.	Low job satisfaction and high competition
Youth Unemployment in India - Current Pitfalls & Potential Solutions	Rohit Krishnan, 2012, SSRN	Further research can be conducted using case studies based on countries that have used this as a policy initiative and the outcomes, if any, from it, as suggested by the author.	Policy Initiatives by the government.
The wage scar from male youth unemployment	Paul Gregg, Emma Tominey, 2005, Elsevier	The authors' sample selection, which only takes into account those with an identified current income, appears to result in a foreshadowing of true wage rate scarcity.	First-time job seeker's willingness to face a longer period of unemployment
Youth unemployment	Niall O'Higgins, 2015, Taylor and Francis	To more readily comprehend the instruments by which passage into stable work might be worked with, as the examination of quick extension in the number of studies dissecting the causes, results, and solutions for youth joblessness has not generally served to upgrade our assurance regarding which strategies are to be liked as far as, for instance, which therapeutic activity is fitting at the singular level; or for sure, which marker or kind of rule is to be liked.	First-time job seeker's willingness to face a longer period of unemployment
Educational Policies and Youth Unemployment	Luca Refrigeri and Gabriella Aleandri, 2013, Elsevier	Economic know-how and labour pedagogy must be integrated into educational policies to make a pathway fit for acquainting youngsters with the market requirements. A more extensive study is required to target region-specific deficiencies in the educational system for this to occur.	Educational Qualification and background of the first-time job seekers
Minimum wages and youth unemployment	Aspen Gorry, 2013, Elsevier	The paper develops a labour search model to investigate the effects of minimum wages on youth unemployment in France and the United States of America. The model, with modifications, can be used for further research in developing countries.	Labour market constraints at the pre-entry level
Fighting Youth Unemployment: The Effects of Active Labor Market Policies	Marco Caliendo, Steffen Künn, and Ricarda Schmidl, IZA Institute of Labor Economics	The review uncovers that none of the projects focused on work market joining builds the education investment of youth. A more broad review is expected to ensure the results of the study.	Labour market constraints at the pre-entry level
Youth Unemployment – Current Trend in the Labour Market?	Barbora Gontkovičová, Bohuslava Mihalčová, and Michal Pružinský, 2015, Elsevier	The review found that a critical level of employed youngsters has non-standard and less steady work through an investigation of individuals engaged with low quality and transitory work contracts. Ominous current conditions require expanded consideration from related nations and the execution of steps to dispose of the lopsided characteristics that as of now describe youth work markets in the EU. Therefore, the extra investigation into this point is required.	Labour market constraints at the pre-entry level
Youth and total unemployment rate: The impact of policies and institutions	M. Choudhry, E. Marelli and M. Signorelli, 2013, Rivista Internazionale di Scienze Sociali, dell'Università Cattolica del Sacro Cuore	The review researches the determinants of youth joblessness rates for an example of major developed OECD nations from 1980 to 2009. For future exploration, a later period ought to be thought of.	Policy Initiatives by the government.

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