

**DESCRIPTIVE ANALYSIS ON THE UNEMPLOYMENT
CHALLENGES FACED BY THE SOCIOLOGY
GRADUATES OF QUAID-I-AZAM UNIVERSITY (QAU),
ISLAMABAD**



By
SHEHZADI BISMILLAH
DEPARTMENT OF SOCIOLOGY
QUAID-I-AZAM UNIVERSITY, ISLAMABAD
2021

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**Thesis submitted to the Department of Sociology, Quaid-I-Azam University,
Islamabad, for the partial fulfillment of the degree of master Science in Sociology**

**By
SHEHZADI BISMILLAH
DEPARTMENT OF SOCIOLOGY
Quaid-I-Azam University,
Islamabad
2021**

Acknowledgement

Firstly, I would like to pay gratitude to Almighty Allah who gave me courage and patience to complete this research.

The completion of this thesis was possible with tremendous help and support from many important people in my life. I want to express my heartfelt gratitude to MS Sadia Jamil (PHD scholar at the department of sociology, Quaid-i-Azam University) who is my advisor who was kind enough and agreed to be my thesis supervisor despite his busy schedules and much other Urgent engagement. And respected MR Abdul Qadeer (M-Phil scholar, at the department of Quaid-i-Azam University) provided his relentless guidance and support which were very crucial and important aspect for completion of this thesis successfully.

I would like to express my sincere gratitude to my course supervisor, Dr Imran Sabir of the social science division at Quaid-I-Azam University for his valuable guidance and suggestions while writing this thesis. His constant encouragement Right from the beginning of the session was my main source of inspiration and survival guide.

Last but not the least; I am thankful to my parents who were always there with support, love and encouragement. My success became possible only due to prayers of my parents, whose love and affection has been inspirational throughout my life

You all have been source of my inspiration and motivation which helped me tremendously in completing this thesis. Thank you all once again for sharing your thoughts and your support and making this thesis possible in time.

Shehzadi Bismillah

Abstract

Thousands of students end up graduating each year from different universities of Pakistan but only few of them end up acquiring employment opportunities within the country or abroad. The current study is conducted to investigate the socio-cultural and politico-economic factors behind the increasing rate of unemployment among the sociology graduates of Quaid-i-Azam University Islamabad. Employing the structural unemployment approach, data were gathered from the respondents based on their perception of structural factors behind unemployment in the country its impact on their social life. Purposive sampling technique was used to recruit a sample of 144 respondents to gather the data for the study. Close-ended questionnaires were sending among the respondents that contained several questions regarding structural factors of unemployment and impacts of unemployment on the social adjustment of individuals. Majority of the respondents were found as holding the university curriculum as inadequate for providing the youth with sufficient skills to enter in the job market. Similarly, certain other socio-economic variables were unearthed that are found as equally responsible for persistence of unemployment among the sociology graduates of Quaid-i-Azam University, Islamabad. The study finds that many sociology graduates do not possess the basic skills required in the market and there is mismatch between their skills and market demands.

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Chapter No. 1

INTRODUCTION

Rampant industrialization and technology boom has been linked with the rising trends of unemployment in the today's global village. The technological boom has changed the nature of the job in the present day and is demanding new skills from the graduates to enter in the market and be employed. Students from different nook and corner of the country come to universities to acquire the skills needed for the job market so that they could be employed, the researcher assumes. The Sociology Department of Quaid-i-Azam University Islamabad is also home to hundreds of such students who get enrolled in it with a hope to acquire basic job specific skills so that they could earn what they need. Majority of the sociology graduates, as the researcher has observed, are unemployed and are looking for job. The persistent unemployment that the researcher has witnessed among sociology graduates of Quaid-i-Azam University Islamabad, led her to make an in-depth analysis of the phenomenon so as to unearth the underlying causes of unemployment as the unemployed individual perceives.

According to the Pakistan Employment Trends (2018), a total of 16.3% graduates are unemployed and are searching for job among which male count to 7.3% of the unemployed graduate pool while females share a 41.1% of the total unemployed graduate pool. Zhuang (1999) observed that the characteristics of university studies are designed for the graduates to enter in the job market. Universities in Pakistan are also assumed to be with the similar characteristics of university studies. This research tends to explore the perception of students about the assumed relationship between the curriculum of the department of Sociology, and the required skills in the job market.

As mentioned in the preceding paragraph about the share of unemployed female graduates that counts for 41.1% of the overall graduate unemployed individuals in the country, the present study also recruits female unemployed graduates from the sociology department to analyze their views about the unemployment and its structural factors. The researcher would further investigate the gendered related factors of unemployment according to the experiences of the female students in job market.

The socio-economic development of a society depends on the development of education and the creation of knowledge. Intellectual investment has a competitive advantage which, as the researcher assumes, contributes to the socio-economic development of a society (Economy Watch 2015). Pakistan has allocated only 2.3% of its Gross Domestic Product (GDP) on education as was evident in the fiscal year 2019-20. The observed relationship between intellectual investment and socio-economic development of society does spur the researcher to include the variable of budgetary allocation to education as a determining factor of unemployment among the sociology graduates in the Capital Territory of Islamabad.

Furthermore, the researcher has undergone an extensive course of literature review for the purpose of finding the relationship of various variables with that of unemployment in different contexts so as to provide the study with sufficient guidance. The socio-cultural and politico-economic factors of the unemployment are also investigated extensively to find out an assumed relationship between the structure and unemployment and their impacts on the social life of the unemployed individual. It is purely a quantitative research that tends to quantify the perceptions of the unemployed graduates about the assumed relationship between structural factors and unemployment.

1.2 Significance of Study

The primary objective of conducting this research is to shed light on the rising unemployment trends among university graduates in Quaid-i-Azam University, Islamabad. It also essays to explore the perception of students about the assumed relationship between structural factors and unemployment. In doing so, this research adds to existing knowledge and provides insights about the underlying reasons behind unemployment among sociology graduates. This research would also be helpful in formulation of policies and strategies to combat the perceived structural causes of unemployment. Moreover, the results of this study would be specifically helpful for the sociology departments of the universities of Pakistan to

re-arrange their curriculum, if need be, in accordance with the demands of the job market.

1.3 Problem Statement

Unemployment is one of the rising issues among the graduates of different universities in Pakistan. Pakistan Employment Trend (2018) has observed a rise in the rates of unemployment from 5.1% in 2006-07 to 5.7% in 2017-18 over a decade in twenty first century. Sociology graduates, the researcher assumes, have more an in-depth understanding about the possible reasons behind the phenomena since they possess a multi-disciplinary approach towards the social phenomena. Therefore, this study would be conducted among the sociology graduates about the possible structural factors of the rising trends of unemployment in Pakistan.

1.4 Objectives of the study

1. To find out the perception of sociology graduates about the possible structural reasons for being unemployed
2. To measure the difference between labor market demand and student university performance
3. To analyze the effects of unemployment on undergraduate youth

Chapter No: 2

REVIEW OF RELEVANT LITERATURE

Literature review is the process of contextualizing the idea of research in accordance with various parameters the idea contains so that it could be considered and accredited as an investigable research phenomenon. It further provides the research to see as to what methods are more fruit-bearing in terms of the investigating unemployment. Literature review further makes the author get acquainted with the research idea. (Neuman, 2014). In his study of unemployment, Malik et al. (2011) operationalized unemployed person as an individual, who has ability and is willing to do work, but is not able to get job opportunity.

In this study show that Descriptive analysis on the unemployment challenges faced by the sociology graduates of Quaid-I-Azam University (QAU), Islamabad. To find out the social causes reasons for being unemployed. To find out the social causes, political causes, structural causes, Economic causes reasons for being unemployed and the measurements the labor market demand and student university performance. The top causes are increased population, rapid technological change, lack of education or skills and rising cost. The various effects of unemployment include financial, social and psychological problems. Unemployment has become a major problem which affects our life, health, economy and community. The causes of high rate of unemployment are lack of education, lack of capital, lack of proper skill, Poverty, and High rate of population growth in Pakistan. Unemployment is caused by a large number of causal factors. The present situation of unemployment, particularly the educated peoples of a country have the gap of the founding of valuable jobs and educational organization. In Pakistan, education structure is defective and that is the reason for rising population ratio between the youngest. In our country the youth approach in the direction of his select of a profession are impractical and

uncreative. The system lacks educational planning, and, lack of technical and vocational institutions. Similarly, Joblessness also increases as a result of renovation in the techniques and methods of manufacture. Generally, it may be concluded that joblessness in a specific period which is the mixture of economic, community and specific different elements. A person is said to be unemployed if a person has skillfulness, ability and willing to do work but he cannot find the job. In other words, unemployment is defined as a situation in which citizens of a country have ability and willingly to work but they cannot get occupations. Unemployment is a situation which a person is skillfully, actively looking for job; however, he cannot find some job. The unemployment problem in Pakistan can be broadly classified into rural unemployment and urban unemployment. In rural areas about 68% of the people are living. In Pakistan unemployment is more visible the areas of rural then urban areas.

According labor force survey our country is the 9 biggest nations in the world. The total labor was 57.25 million while labor forces 53.84 million are employed and 3.40 are unemployed (Economic survey of Pakistan,2010-11). All people who are of twelve years and above included in labor force in Pakistan. An institutional and socio-economic system of Pakistan has unsuccessful to make available employment in rising labor force. Unemployment is the most important problem of Pakistan. In Pakistan, the existing condition approximately 35 lack persons remain jobless. Peshawar is the capital of Khyber Pakhtunkhwa. According to District Census Report (1998), the unemployment rate in Peshawar district is 17.82%, which is high rate of unemployment. For male this rate is very

high that is 19.25% as compared to female at nominal rate in of 4.80% the unemployment rate in rural parts is 25.09% is compare to urban which is 9.10%. According to International Labor Organization, in Pakistan the annual average rate of labor force growth is estimated to persisting at 3.36%among 2000 and 2014 increase 2.3 million new people to labor farce each year. In Pakistan the existing condition further than 35 lack persons are jobless then proportion of unemployment remains greater than 12%. Major resources of the state remain scarce, and the population more than the peak point. The present study is an attempt to analysis the impacts of unemployment on socio economic variables in distract Peshawar.

2.1. Technical and Vocational Training

Prior to the advent of technological revolution, the demand of labor in the job market was higher since every job was to be done manually. The advent of modern technology, however, has a demand to replace the labor with those who are acquainted with it. The researcher assumes that with the advent of modern technology, the skills necessary for job market are not adequately imparted to graduates, hence they remain unemployed. Iqbal & Khaleek (2013) argues that the development of skills is necessary for the graduates to get employed because the employer is more interested in the work s/he expects from the employee rather than the degree s/he holds. They further argue that the role of skills in attaining a job is so important that mere degrees are least likely to get job in the job market.

Aslam and Hasnu (2016) argue that due to the lack of specific skills and higher competition in the market, fresh graduates are less likely to enter in the job market. They (ibid) also argued that the employers are more likely to prefer skilled labors than to invest in the unskilled labors. Fresh

graduates are less skilled than those of earlier one who have learned skills in leaps and bounds in their duration of un-employability. Fresh graduates have to compete in a highly competitive environment and in front of highly skeptical employers. The gap in their skills, environment, and employers adds fuel to the fire of their jobless status

Mahmood et al. (2011), contrarily found that majority of the jobs available to the fresh graduates are informal and lack social security for the graduates in the industrial sectors of developing countries. The jobs available at the industrial sector do not match the desired outcomes of the graduates who are more concerned for making a successful career. He suggests the creation of locally available formal jobs for the graduates to convert them into social capital and make them enter in successful career. In the same fashion, Riaz & Zafar (2018) concluded their study with a positive relationship between employment and energy sources that they held responsible for persisting unemployment in Pakistan. Keeping in view the aforementioned debate on the technical and structural factors of unemployment, the present study would seek the perception of unemployed graduates of Quaid-i-Azam University, Islamabad about the role of the skills in acquiring a successful career and if its absence is a cause to unemployment.

2.2 Role of Technology in Labor Market

The large number of labors was needed before in the labor market due to the absence of modern technology in the earlier time. However, human labor has been replaced by the modern technology to a greater extent. Therefore, the development of skills is necessary to get employment (Iqbal & Khaleek, 2013). The issue behind the unemployment faced by the large number of sociology graduates researchers assume is due to the absence of relevant training as per the labor market. Those students who had started their career,

in which they saw that they could get employment, were not able to acquire the requisite knowledge of theory and practice of the discipline demanded by the labor market. It was observed that the labor market demand was different from the curriculum that was designed by the University for that Particular Discipline. Young people have insufficient job specific skills such as cooperation, critical thinking, communication, creativity and focus on the needs of the business are the basic skills expected of an employee. Report show that nearly 30 percent of graduate trainee's public skills training institutes in different continue to be unemployed. Therefore, this study aims to investigate the factors that contribute to the unemployment problem among Pakistan in Capital graduates from two aspects, which are graduates competency and the quality of education; these qualities are related to the learning and curriculums of the programmers offered in educational institutions. This study focuses on the factors of unemployment problems among graduates of technical fields in Islamabad Capita Territory (ICT), Pakistan, but the mostly university not skilled provided to the students according to the market jobs, there are different platform in university or markets (Aslam & Hasnu, 2016). In this research study that the fresh graduates had lesser skills to competitive of experienced employee. He also found that the employers are distrustful of environments of various departments provide for training students to comply to their demands. The fresh graduate's students who do not possesses the required skills related to the modern changes are not preferred by the employer because they have to

invest more in the training of the in experienced. They more likely to prefer graduates who are trained in their area of work and have to required technological skills. In labor markets of developing countries, observed, there is simply a demographic imbalance between the number of young people looking for work and the extent of local economic activity. Most of the jobs available were found to be informal in underdeveloped industrial sectors. There is, notes, a shortage of locally obtainable jobs that are necessary for entering in a meaningful career (Mahmood et al., 2011).

Taking into consideration the incumbent fluctuating economic structure of Pakistan and the unemployment situation, would suggest that there is a dire need to create productive employment opportunities for the young unemployed pool in order to exert a long term and sustainable on the national economy. The employers should adopt the "proactive talent management strategies in order to overcome the challenges posed by the unavailability of trained workers. under this strategy the employer should appoint those workers who have the ability to improvise through getting training. It is through the investment in the young workers that the employer would derive maximum benefit from the work of the labor (Iqbal & Khaleek, 2013).

2.3 Unemployment in Pakistan

Since the inception of Pakistan in 1947, the topic of youth unemployment has always remained one of the main concerns in the country Malik et al. (2011) operationalized unemployed as. individual, who has ability and

willing to do work, is not able to get job opportunity is called unemployed person. In current the statistics show that more than 30 lacc individuals are unemployed in Pakistan (Ghayur & Burki, 1992). In contemporary Pakistan the tendency of both genders towards education is found to be high. Educated youth including males and females drop their Curriculum Vitae (CV) in different governmental and non-governmental organizations and institutions but unfortunately seek negative response from the job market. Some jobs like receptionist etc are associates to the females only due to the attraction of the opposite sex but on the other side some jobs are appropriate only for the male folk. There exists biasness and discrimination in job market. This gender biasness is said to lead unemployment among the educated segments. Pakistan have the strong feudal political system in this perspective the feudalists and political leaders have strong influence on social and governmental institutions according to this point of view the person who have strong reference and approach to the feudalists or the political leaders can get job easily. Economic development also depends upon the availability of energy sources like proved the relationship between energy and economic growth. Lack of the energy sources means no economic development and this imbalance between the economic development and energy sources is also cause of unemployment in Pakistan as in the case of India, have observed the nexus between electricity supply, employment and GDP (Riaz & Zafar, 2018).

2.4.1 Reasons of Unemployment

Unemployment is a situation in which people are willing and able to work at the prevailing wage rate, but they are unable to find jobs. Unemployment is a key measure of economic health; a major factor in determining how healthy an economy is; if the economy maximizes efficiency everyone would be employed at some wage. An unemployed individual is both unproductive & a drain on society's resources. Unemployment is a real matter of concern as it can yield devastating effect on economic welfare, crime, the erosion of human capital, misery and social instability. The unemployment results in some psychological problems of hopelessness, frustration hostility & gradual drift of some visible unemployed youth into all manner of criminal behavior (Bakare, 2011). Unemployment is also an ever-increasing phenomenon in Pakistan too. The unemployment rate rose in 1990s as a result of fiscal tightening, low rates of economic growth and due to some other factors in Pakistan (Akhtar & Shahnaz, 2005). The decreasing trend in unemployment rate was observed during 2003 to 2009, but afterwards it again started to increase in Pakistan. It was highest as 8.3 percent in 2004 and lowest as 1.6 percent in 1975 in overall Pakistan's history. Pakistan is basically an agrarian economy which provides jobs to 45 percent of total labor force (Labor Force Survey, 2011). Some basic reasons of unemployment in this sector are backwardness of agriculture sector, low quality seeds, less use of fertilizers & pesticides, lack of education and less demand for labor due to technology improvement. These factors are mostly

responsible for general & disguised unemployment in agriculture sector. Disguised unemployment means that people are looking like working but actually they are not contributing in productivity and their marginal productivity is zero. The youngsters are much more influenced by the employment crises than the elders; long-haul joblessness for youngsters can be destructive and may bring “demoralized workers” and rejection from labour market (Choudhry et al., 2010). The standard definition of youth by United Nations is the people who have an age between 15 and 24. Some cultural and political factors vary the definition of youth from country to country different countries have different age groups of youth but this study represents youth comprises ages between 15 and 24 (Khan, 2021)

2.4.2 Political Instability

Taha 2012 argues that political instability can be considered as an influential factor Pakistan’s present situation of unemployment. Despite various incredible resources, Lack of economic growth in Pakistan resulting in persistent unemployment rise also carries its derivative source in the political scenario of the country. In Pakistan, centralized political corridor possess the authority to make decisions about the economic policies which strikingly exclude the other share-holders in the said domain and hence causing political instability (Cheema & Atta, 2014). similarly maintains that Unemployment a social crisis that results in quite a chaotic order of the day. It brings dissatisfaction and despondency among the young and also promotes the engagement of young people in anti-social behavior like

terrorism, burglary, and street crimes. Politically it makes people frustrated. The capital taxation and constant penetration of anti-social behaviors, in the wake of dissent that results in political instability and lack of development that results in persistent unemployment. Actually, political instability produces lofty ambiguity which may reduce labor command and therefore boost unemployment. A diverse thread of literature has concentrated on the political economy of government directive and on the collision of the political progression on different facets of economic act permanence due to political destruction (Husain, 1987) Political instability is a factor that is disturbing domestic and foreign investment and investors to go ahead to Pakistan because of no political stability. Various examinations contended that monetary, social, and political stability can be affected by the youth unemployment. According to (Qazi et al., 2017) youth unemployment increases due to political instability.

2.4.3 Lack of Investment

There has been extensive literature on the subject of unemployment because of the lack of investment in Pakistan. According to (Shah and Zahir (2003), if there is no investment then there is no production (business) and we will not have any job opportunities. Foreign direct investment (FDI) is imperative in any country's economic growth Finance (Mazher et al., n.d.). It doesn't only offer job opportunities but it plays an important role in economic stability. Concentrate on the influence of FDI on unemployment in the urban sector and on welfare to influence the investors, the government

of Pakistan presented different incentives on investment incentives in the shape of tax cut back and infrastructural provisions. Because of these, investors are agreeable to invest in Pakistan for the reason that they wish for location benefits like the size of the market, using rights of raw material and the accessibility of expert labor and security. Then unthinkingly employment altitude in Pakistan will be improved. The events which forbid investment in Pakistan like the holding on foreign currency accounts, the military revolution, the irritation of the partially victorious liability compel to the military government, the 9/11 nasty occurrence, the Afghanistan war and nervousness on the Pakistan and Indian border have harmonized the astonishment. Investment is important for the country's economic growth but in Pakistan, the number of investment inflows is not so much attractive in the last 5 years studied that FDI can increase employment opportunities in Pakistan (Bari et al., 2021).

2.5 Significant Skills in Employees

Unemployment of educated manpower, particularly in a society marked by a very low and stagnant level of literacy is catastrophic. In addition to being a politically sensitive issue, the educated unemployed are generally located in urban areas, and being young, capable of organizing themselves and belonging to middle class can exert their influence and act as a powerful pressure group. The Unemployment is an excess supply of labor resulting from a failure of coordination in the market economy. The classical view of unemployment says. Unemployment is job search people engaged in the

productive work of looking for a better match between worker and employer. A major problem that Pakistan faces is the growing level of unemployment among educated youth. Although, their number may not be so high in relative term, socially and politically the problem is serious. For increasing number of graduates, it becomes more difficult to find adequate employment and satisfactory ways of supporting themselves financially and meeting their job expectations. On unemployment, it says that despite a discernible fall in the interdenial growth rate, population pressures continue to impact negatively on the employment (Ahmed & Hassan, 2020).

2.6 Training and Development in Employees

Most employees will have some weaknesses in their workplace skills. A training program allows you to strengthen those skills that each employee needs to improve. A development program brings all employees to a higher level so they all have similar skills and knowledge. Employees feel confident in gaining skills. Training helps the employees to perform tasks easily and also they can innovate new strategies to execute the task. This builds some level of satisfaction in employees (Chan & Lu, 2011).

Dedicated training and development fosters employee engagement, and engagement is critical to your company's financial performance. Investing in your staff's professional development is vital for team retention to the point of employees would stay at a company longer if it invested in their career development. Training and development refers to educational activities within a company created to enhance the knowledge and skills of

employees while providing information and instruction on how to better perform specific tasks. Training and development helps in optimizing the utilization of human resources. Training and development helps in increasing the productivity of the employees. Training and development helps in improving the health and safety of the organization thus preventing obsolescence. Learning and development is about the person. Reynolds states “learning is the process by which a person constructs new knowledge, skills and capabilities, whereas training is one of several responses an organization can undertake to promote learning. In his study on the situation of unemployment of university graduate in Pakistan has discussed the causes that lead to the persistence of unemployment of the university graduate youth in Pakistan. the study had discussed the scope of increasing the employability of the graduate unemployed students. The need for the improvisation of the skills of the unemployed graduates has been discussed (Tahir et al., 2020).

2.7 Gap between university and Market Competencies

Competency includes knowledge, skills, attitudes, values, and behaviors that are necessary to achieve the desired performance level in a particular activity or task. Gupta and Roos (2001) consider competencies as knowledge, skills, and attitudes that are necessary to perform a job successfully. They operationalized it as characteristics in a field of knowledge, abilities, and attitudes that provide high quality task realization or describe its attributes as abilities, intellectual capacities, and attitudes.

The terms 'professional and 'generic have been used to describe employees' competencies. The first group covers specific knowledge and skills needed for certain job positions, so these competencies are job specific. The second group describes social and psychological abilities that influence an employee's workplace behavior for example, communication skills, problem solving, or conflict resolution. Generic competencies are not specific to any given job or work role they are generic in that they are critical for success across different job types (Young & Chapman, (2010)). There are other interrelated terms that are used interchangeably in the literature skills expertise or generic skills generally refer to skills and attributes that are useful across different job and life contexts are also the literature as core skills employability skills life skills soft skills 'transferable skills generic attributes generic capabilities workplace competencies and key competencies (Cheema & Atta, 2014)

Ionescu & Cuza, (2012) argue that Education is a key factor that affects an individual's position in the labor market, because it prepares its participants for future professional activity by providing them with necessary skills. An individual's level of education can have an impact on the amount of remuneration received for or the nature of work performed, ability to maintain oneself and/or find employment, productivity of work, or the number of work hours. In the same fashion, Pukelis & Pileičikienė, (2012) argue that dynamic changes in economic structures influence the demand for certain labor resources, as new jobs are created that require new knowledge

and skills. Given the time-consuming nature of the education process, it becomes difficult or even impossible to adjust education to the current needs of the labor market. College or university education involves both material and intangible benefits. Globalization and technological progress force a utilitarian approach to education and, as a result, the transfer of competencies for the labor market is a key task of colleges and universities. Employers also consider individual values and personalities, which are formed in the environment in which a person is raised, and the knowledge and skills obtained during the course of education. In large enterprises that employ more knowledge and skills are more important. Nevertheless, in small business entities, more attention is paid to personal traits and values. Employers in Pakistan expect prospective employees to have not only general knowledge acquired during the training provided in the academic curriculum but also analytical problem-solving skills, communication skills, management skills self-presentation abilities, and the predisposition for lifelong learning and creativity. Moreover, employers value future employees capable of teamwork with abilities that result from applying general knowledge in practice. These studies allowed for observation of graduates' deficits, primarily in the area of competencies such as the ability to work under time pressure or manage time. Some gaps in expert knowledge were also noted. In addition, research conducted among graduates of business schools in Taiwan found that students who were highly involved in different types of activities outside the classroom were

more likely to find work than those who did not participate in outside activities (Haque, 2013)

According to the Kausar and saeed (2015) have discussed the difference in between the competencies of the graduates and the demands of the labor market. They took the secondary published sources to analyze the skill and abilities that the employer demands while appointing in employee. They conducted survey in two ways firstly, the survey (I) was designed to bring forth those competencies that are demanded by the employer. Secondly the survey (II) was intended to find out the level of competence among the recently graduated students. They compared results of both surveys and found that there exists a gap in between the competence of the students who have recently graduated and required competence demanded by the labor market.

2.8 Consequences of Graduate Unemployment

It is common knowledge that higher level of development of any country's economy lies in the general educational achievement of the country's citizens. Harvy (1999) argue that Educational attainment is one thing and the right preparation for the world of work is quite another. It is important that students are provided with tools that will improve their ability to think, learn and communicate. Knowledge and skills do affect a student's ability to eventually graduates. For instance, Kelly (1999) showed that firms prefer to do on-the-job training for their artisans rather than employ graduates from vocational training schools. A trend which seems to emerge in Botswana as

well as in most other countries is that workers are accepting jobs that were previously occupied by people who had lower education levels than them. In many countries, because of economic squeeze and lack of employment opportunities, graduates find themselves accepting employment in positions and areas that are inadequate and unrelated to their disciplines. For example, it is a common feature to find university graduates selling flowers on the street corners or waitressing in restaurants. In university graduates roam the streets without employment. Their agenda in doing this is nothing, but to raise money through begging from their comparatively successful former schoolmates. The extent to which these scenarios apply to the Faculty of Social Sciences' Graduates is not yet known. Questions which have remained unanswered are University adequately equips its graduates for the increasing demand of the world of work? Are the programs structured so as to provide graduates with skills necessary to meet the challenges of the labor market. These questions, which point to the strength and adequacy of the institutions' academic programs can be answered by both the graduates who are going through the serious work experiences or are yet to be employed, and their employers who know what they expect from the graduates in the places of work (Haque, 2013).

The abovementioned factors contribute in inhibiting the young people in getting an employment and began their career. As a result of this the young people remain unemployed or underemployed for the longer period of time. Due to the expansion of higher education which produces more graduated

than the labor market required, university graduates are no longer "star of the sky". On the contrary they face the crucial reality of becoming the new "urban working poor especially when they are struggling to find a job. After getting the job there are insufficient which creates the social phenomena of highly skilled but low paying job even worse. Graduates are considering overqualified, their skills and knowledge is not necessarily matching the changing needs of market such as social phenomenon Occurs not only in Pakistan but also in other part of the world where university graduates have uncertain job prospects (Mok and jung 2015). Hence the employability becomes an important factor for students in obtaining employment and the development in their ability skill and strength contribute in increasing the employability of the unemployed graduate. the possession of higher degree does not necessarily guarantee the prospect of getting employment (Nakazawa 2014). The Employability and mobility in the valorization of higher education qualification the experience and reflection of Chinese student and graduates" discuss the expansion of the higher education in china. They conducted the study in the main land and in the territory of Taiwan they have observed the enrollment in higher education in china and twain the increased focus on the higher education resulted in the creation of the surplus of the unemployed educated labor (zhuoyi 2007).

2.7 Structural Issues of Employability

Youth employment is a challenging issue in many developing and transitional countries (Kolev and Saget 2005). The youth unemployment rate

is usually two times to three times that of the adult unemployment rate. Those employed, young people also suffer disproportionately from decent work deficit, measured in terms of working poverty and status in employment. To increase the awareness of and to stimulate more interventions around youth issues, (World Bank Group (2007) summaries the challenges to youth and stresses the necessity of investing in youth in developing countries, especially smoothing the transition from school to work and creating more opportunities for youth employment. However, before formal intervention plans are developed, a diagnostic analysis of the overall labor market, and specifically the youth labor market, should be carried out. In the case of Pakistan, there is a growing recognition of the political urgency to respond to the challenges of youth employment. The challenges are multi-faceted. There are several studies which have explored the relationship between output and employment by focusing on employment (Kemal 1990). Present study utilized appropriate methodology to study this relationship and to find out long run and short run employment. The study also provides forecasts for unemployment and labor force imbalances in the coming years for Pakistan.

2.8. Investment and Employment

There is no production if there is no investment and there is no employment if there is no production business, argue Shah & Zahir (2003). Having observed the importance of investment in the creation of employment opportunities, Mazher and Wei (2020) maintain the

Foreign Direct Investment is necessary for the production of employment in any country. Pakistan has been drained in two unending wars from 1980s onward, and these wars impeded the foreign direct investment in the country to a greater extent (Hussain, 2008, and Bari et al. 2021).

Studying the lack of investment in the country, Husain (1987) argues the political instability is the key factor behind the lack of Foreign Direct Investment (FDI) and it also impedes the domestic investment that creates unemployment. Ahmed & Hassan (2020) warn that besides the fall in the chart of growth rate, unemployment has serious negative impacts on the population in general and youth population in particular.

2.9. Gap between Education and Industry and Unemployment

Competency includes knowledge, skills, attitude, values, and behavior that Gupta & Roos (2001) consider imperative to achieve a desired goal in any particular activity. Imparting training among the newly recruited employees is one of the beginning steps, the researcher argues, for a successful job career. A training program allows the employee to strengthen his skills so as to perform better in the pursuance of career. Without training, authors argue, it is difficult for both the employee and graduate to pursue a successful career.

Chan & Lu (2011) argue that training help the employees perform their task easily and make them think of making new strategies to execute the task. Young and Chapman (2010) speak of two types of competencies, i.e. 'professional' and 'generic'. By professional they mean an individual who possesses specific set of knowledge and skills that are required for job market. Generic, on the other hand, is defined as an individual who possesses good communication skills, problem solving skills, conflict resolution, and other socio-psychological abilities.

Education is a key factor that affects individuals position in the labor market, argue Ionesco & Cuza (2012) that prepares the students for future professional activities by providing them with necessary skills. Pukelis & Pileicikiene (2012), similarly, argue that the dynamic change in the economic structure demands new skills for adapting to its needs. Studying the unemployment factors of the graduates of business education of Taiwan, Haque (2013) found that students with more professional activities are more likely to get job than those who had less professional activities. In their KAP surveys, Kausar and Saeed (2015) found a striking gap between the competency of graduates and demand in the market in Pakistan. Having multiple benefits for the employer and the employee, Tahir et al. (2020) suggests a course of training and development for the unemployed youth in educational institutions to make them able to enter in the job market.

2.10. Quality of Education Unemployment

It is often considered as a common knowledge, argue Harvy (1999) that higher level of development of any country's economy lies in the educational achievement of the country's citizens. It is important that students are provided with tools that will improve their ability to think, learn and communicate. Knowledge and skills do affect a student's ability to eventually graduates. For instance, Kelly (1999) showed that firms prefer to do on-the-job training for their artisans rather than employ graduates from vocational training schools. A trend which seems to emerge in Botswana as well as in most other countries is that workers are accepting jobs that were previously occupied by people who had lower education levels than them.

In many countries, because of economic squeeze and lack of employment opportunities, graduates find themselves accepting employment in positions and areas that are inadequate and unrelated to

their disciplines. For example, it is a common feature to find university graduates selling flowers on the street corners or waitressing in restaurants. Their agenda in doing this is nothing, but to raise money through working from their comparatively successful former schoolmates. The extent to which these scenarios apply to the Faculty of Social Sciences' graduates is yet to be investigated.

Questions which have remained unanswered are University adequately equips its graduates for the increasing demand of the world of work? Are the programs structured so as to provide graduates with skills necessary to meet the challenges of the labor market? These questions, which point to the strength and adequacy of the institutions' academic programs can be answered by both the graduates who are going through the serious work experiences or are yet to be employed, and their employers who know what they expect from the graduates in the places of work (Haque, 2013).

The abovementioned factors contribute in impeding the young people in getting an employment and began their career. As a result of this the young people remain unemployed or underemployed for the longer period of time. Graduates are considering overqualified; their skills and knowledge is not necessarily matching the changing needs of market such as social phenomenon Occurs not only in Pakistan but also in other part of the world where university graduates have uncertain job prospects (Mok and jung 2015).

Hence the employability becomes an important factor for students in obtaining employment and the development in their ability skill and strength contribute in increasing the employability of the unemployed graduate. the possession of higher degree does not necessarily guarantee the prospect of getting employment (Nakazawa 2014). The Employability and mobility in the valorization of higher education qualification the experience and reflection of Chinese student and

graduates" discuss the expansion of the higher education in china. They conducted the study in the main land and in the territory of Taiwan they have observed the enrollment in higher education in china and twain the increased focus on the higher education resulted in the creation of the surplus of the unemployed educated labor (zhuoyi 2007).

2.11. Assumptions

1. Insufficient job skills increase unemployment
2. Lack of investment decreases employment opportunities
3. There is a gap between education and industry which increases unemployment
4. Structural issues, such as: economic structure of state; and political instability in the state, shrink the chances of employability

Chapter No. 3

THEORETICAL FRAMEWORK

Theoretical Framework is used to contextualize the idea of research in accordance with various propositions that it can examine. Theory provides the researcher with a bunch of ideas about the idea of research and provides the researcher with a yardstick to measure and judge the findings that he/she has gathered. It is also important in explaining the course of variables that are to be involved and the course of parameters that are to be avoided during the course of research. In short, theoretical framework is the sole guide of the research. (Neumann, 2014)

3.1. Structuration Theory and Unemployment

The debate between and the nexus of structure and agency has been central to the field of sociology. Theories that support the dominance of structure in the explanation of social world maintain, argues Cohen (1989) that the behavior of individual is largely determined by socialization in a structure that defends the status quo. For example, Mills (1959) argues that the historical experiences of an individual decide his/her biography. By history, Mills mean, the whole set of experiences that the individual had during his course of life and biography is the present status. It can be connected with the research topic that the academic and professional history of individual shapes their status as employed or unemployed. Durkheim would say that the structural model of socialization is imperative for the stability and permanence of society when it comes to the explanation of the role of structural determination of individual behavior. On the other hand, Marx would say that it is a conflict between the upper class (structure) that influences the decisions (agency) of lower class so as to exploit them economically.

The labor market is a composition of different individuals who are required to explain their capabilities through a set of documents and interviews. Their academic strength and history are examined before their induction into job market. The entire experience of the individual is the product of different experiences that he/she had encountered during the course of his socialization. Explaining Giddens's argument about the role of structure, Cohen (1989) would say that each step in his/her process of socialization is influence by the structure to a certain extent that it only shapes an individual that only conforms to whatever norms internalized by him/her surface of structured unemployment. By structural unemployment surface, Vedder (1961) means a surface

where the issues are being decided by the structure and are not running in accordance with the principle of *Laissez faire*. (Giddens and the labor market are unable to accommodate all the labors available in the job market. This is due to the lack of commonality in education, that the unemployed youth received and the demands of the skill and training that the job market demands. It was given by Richard Vedder (1961).

3.2. Application of Theory

Based on the assumption of the structuration theory, put forth by Giddens (1971) that the like the human behavior is determined by the forces of structure, the present study would investigate the structural factors of the unemployment with special focus on the major social institutions as potential. As argued by Mills (1959) that the historical experiences of individuals shape the biography of an individual. The argument of Mills would be operationalized as academic history of the graduates and their employment status. Questions pertaining to the academic history of the graduates would be included so as to see the impact of their academic journey on their employment status. Durkheim's (1895) idea of social fact, that claims social phenomenon as external to and coercive on individuals, is employed as employability as a concept that is external and coercive on individuals. While operationalizing this question, the present study would seek the perception of graduates about their will to be either employed or remain unemployed.

In his theory, Giddens (1971) proposes that individuals do not prefer to do what they do and that their knowledge is limited, the present study would operationalize the idea of the Giddens (*ibid*) as the yardstick to see the difference between the preference of graduates and the selection of profession. By doing this, the researcher would see if they prefer what they do or otherwise.

The structure works as the sole determiner of the social fabric in any society, argues Giddens (1984), through its forces that are social institutions. For example, family works as an institution to socialize their children in accordance with the existing norms and values and make them conformist to the incumbent value-set. Education, likewise, works as a force of the structure that prepares and the trains' graduates to be capable of obtaining an opportunity to choose a successful career. The other institutions of the

same scope would be investigated to see the relationship between the role of structure and the fate of graduates.

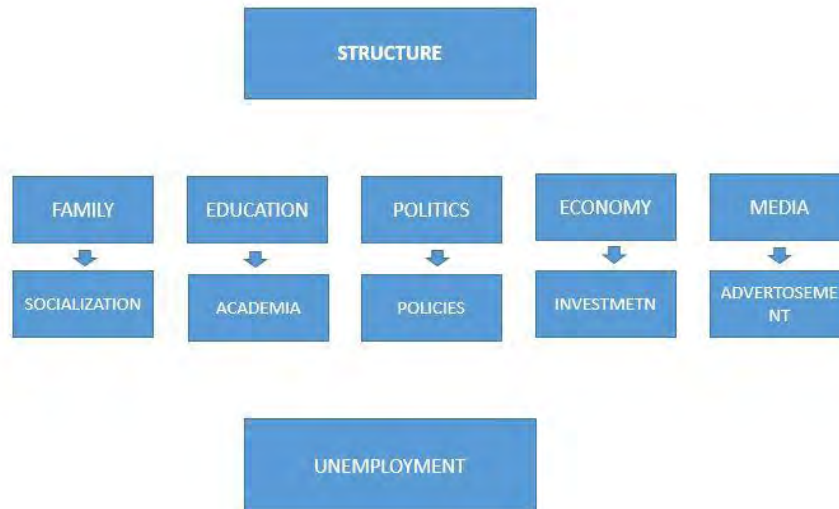


Figure 3.1. Structure and Unemployment

This theory is closely related and relevant to the topic “**Descriptive analysis on the unemployment challenges among sociology graduates at QAU, Islamabad**”. Today in Pakistan Many young graduates are unemployed because their skills and attribute do not match the market demands. When labor market is unable to provide jobs for everyone due to mismatch between the skills of the unemployed workers and the skills required for available jobs, it leads to structural unemployment and that is why many of the graduates are still unemployed.

The issue of graduate unemployment can be understood through structural unemployment theory. It stresses over the skills mismatch and lack of market demand and unemployed graduates face these both hurdles in front of their employment. This issue of graduate unemployment could also be partly attributed to the employed personal motives. They are unable to bear the cost of getting further training or specialization in a particular field, they are unable to choose the study area that could borne them long run

benefits, they are unable to meet the expectations of the employer, and the preference for not migrating and staying with the family.

Majority of the percentage of respondents agreed that unemployment of sociology graduates of QAU is due to the mismatch of skills between market demand and supply and the increasing in labor technology. These are the main reason they are unable to find jobs which they want. They told that during their studies they were not given proper training and lectures which could increase their job-hunting skills.

So, the theory is closely related to this topic which is about the graduate unemployment among the university students. These theories as well as unemployed graduates both stress that lack of market skills and market demand and increasing in labor technology results in the unemployment.

3.3 Hypothesis

(a) 3.3.1 Null hypothesis

1. Unemployment of the sociology graduates at QAU is not caused by the skills and demand mismatch between the students and market.
2. Unemployment among sociology graduates of Quaid-i-Azam University Islamabad is not caused by increasing in role of technology.

(b) 3.3.2 Alternative hypothesis

1. Unemployment of the sociology graduates at QAU is caused by the skills and demand mismatch between students and the market.
2. Unemployment among sociology graduates of Quaid-i-Azam University Islamabad is caused by increasing in role of technology.

Chapter No: 4

CONCEPTUALIZATION AND OPERATIONALIZATION

4.1 Conceptualization

Conceptualization is the process of evaluating existing concepts according to the variables chosen to study. It is also known as the process that is utilized to provide a clear picture to the study by making the reader understand the terminologies that are used in the research.

4.1.1 Graduate Unemployment

According to the International Labor Organization ILO (2012), graduate unemployment is a person, who is over 15 years of age, and is available and able to work but is unable to find a suitable work for himself/ herself. Oppong and Sachs (2015), on the other hand, define graduate unemployment is defined as the number/proportion of graduates and post-graduates in a given economy who are able and willing to work, but unable to find a job. Similarly, International Labor Organization (ILO) defines the unemployed, on the Thirteenth Conference of Labor Statistics, as persons without work, who are currently available for work and are looking for work.

To sum up, the aforementioned debate about the definition of unemployed, it can be defined as a phenomenon where individuals have the ability to perform tasks and are looking for someone to hire them for their activities are known as unemployed persons According to the Government Annual Plan 2020-21, Pakistan has the 9th largest labor force and 6.65 million individuals are unemployed.

4.2 Operationalization

Operationalization is a process by which the idea of study is associated with the prevailing concepts of different terms used in the study. It is the manual definition that the researcher engineers during the course of operationalization so as to make it measurable in the society.

4.2.1 Graduate Unemployment

Graduate unemployment in the present study has been operationalized as the dependent variable and as an assumed situation where the graduates are willing to and unable to find work. In this study, however, graduate unemployment has been defined in terms of the proportion of degree holders of the Sociology Department,

Quaid-I-Azam University, Islamabad, who are capable and willing to work but are unable to find work for themselves. Whole of research revolve around this concept. Different questions, related to this concept, have been asked from the respondents so as to investigate the factors of unemployment among them.

Chapter No: 5

RESEARCH METHODOLOGY

The method used for this research is quantitative technique, which is purely statistical in nature. There are rules and procedures in every scientific discipline. This is allowed to be conducted as effective research. Survey, a survey research method used, in which the variables of the combination hypothesis were tested. Survey research method consists of research methods that are used for data collection. The main goal of quantitative research is to develop theories and hypotheses and relate to the chosen research topic.

5.1 Research Design

In this research data was collected using a quantitative research design. The easiest way for a researcher to analyze the collected data by applying the method. Current data were collected for quantitative research design using various statistical methods. This data is analyzed numerically because it is easy to understand. Another reason to use this method is that it saves time by filling Questionnaire.

5.2 The Universe

Before understanding a scientific study, selection and the specification of the universe will be the first and important step. Sociology department of QAU develop a broad knowledge of society, critical thinking skills, and the ability to analyze social world. Sociology allows you to follow your own interests in the social world; the universe of study is Quaid-i-Azam University Islamabad. There are total 275 number of students are graduated from 2016-2019. Only sociology graduates who have not found a job after a degree are asked to fill out a questionnaire and the reason of selecting is to find out the main causes of increasing of unemployment among sociology graduates of QAU.

5.3 Unit of Analysis.

Both Female and male respondents from the population who had recently graduated or completed degrees were taken from Quaid-i-Azam University, Islamabad who were unemployed and had degree of sociology from 2016-2018 and 2017-2019. Researcher has accessed them by using purposive sampling technique and data collection through research Questionnaire (Survey method).

5.4 Sample Technique

Considering the nature of the study and the scientific approach, it seems appropriate to apply purposive sampling method to collect data from population (W-Lawrence-Newman). Because the researcher knows little about the target population. Sampling was important tool for data collection. It is difficult to target all the population because the time is limited and conducting research is more time-consuming. The researcher's universe is Quaid-i-azam University Islamabad at a department of sociology have been taken into consideration for the unit of analysis. Because the researcher search for the main findings of the unemployment among sociology graduates of QAU.

5.5 The Sample Size

There were 144 respondents, through which data were collected. But the researcher's universe is Quaid-i-Azam University Islamabad at a department of sociology. In Quantitative Data Techniques, the data package for the Social Sciences (SPSS) was used for data analysis. The universe of research is vast. The researcher was able to collect data from the universe due to time constraints. Therefore, researcher selected 144 sample sizes from Quaid i Azam University Islamabad so the research to collect data in a short period of time. Data collected from unemployed male and female sociology graduates.

5.6 Tool for Data Collection.

Since the whole population of the study was educated and comfortable in filling the questionnaire, the researcher sending the closed-ended questionnaires among the respondents to gather data. The questions in questionnaire were easy to understand and were considered as directly linked to the idea of research. The questionnaire was distributed in demographic profile and filed related questions that the researcher employed to gather relevant data.

5.7 Tools for Data Analysis

Based on the nature of study that is quantitative, the researcher utilized Statistical Package for Social Sciences as the potential tool for the analysis of data. It was easy for the researcher and was less time consuming to analyze the data statistically.

5.8 Methods for Data Analysis.

The researcher used distributive frequency to analyze and interpret the data. Descriptive statistics and cross-tabulation were employed as the techniques to find a relationship between the various parameters of the unemployment and the causes of being unemployed.

5.9 Ethical Concerns

The researcher is responsible for keeping the identity of the respondent confidential. With this in mind, the researchers assured the respondent that the data would be used for academic purpose only. The researcher assures the respondent that their confidential details would remain secret and that the researcher is not biased. To promote a sense of integration, Researcher first explained the purpose of collecting data from a specific location. All the other standard ethical concerns were tried to be employed during the course of research.

5.10 Pre-testing

Pre-testing is a tool by which a researcher tests his or her questionnaire before data collection process. The researcher recruited 15 individuals for the purpose of pilot testing and their answers made the researcher ready for data collection.

Chapter No: 6

RESULTS AND FINDINGS

Table 6.1.1 age of respondents

Category	Frequency	Percent
23-25	65	45.1%
26-28	46	31.9%
29-33	33	22.9%
Total	144	100.0

unemployed respondents are fresh graduates. If we work on building and boosting fresh graduates' skills then it can lead to employment and thus, they can serve their country. It mostly comprises of young recent graduates and it is a big pool of unemployed graduates that needs to be taken seriously because unemployment also paves the way for certain criminal attitudes. The table 6.1.1 describes the percentage of respondents according to their age 45.1% of the respondents were between the ages of 23-25, whereas, 31.9% of the respondent were between the age of 26-28 and 22.9% of the respondent were between the ages of 29-33. It shows that majority of the respondents under study are between 23-25 years of age.

Table 6.1.2 distribution of respondents according to gender

Category	Frequency	Percent
Male	81	56.3%
Female	63	43.8%
Total	144	100.0

Table 6.1.2 Gender of respondents

In most of the family's males are the only bread earners for their family so we should invest and give opportunities to make them a fruitful student which will make them capable for getting a suitable job. On the other hand, female employment is also necessary due to high expenses of children and to live a luxurious life but in some other instances females are the only bread earners too so suitable opportunities must be provided to them too. The table 6.1.2 describes the percentage of respondents according

to gender.56.3% of the respondents were the male and remaining 43.8% were females. It is generally stated that males are more likely to get employment than the females. However, the current study has recruited more males than females to make a comparative analysis of the role of gender in the formation of unemployment pool.

Table 6.1.3 family structure of respondents

Category	Frequency	Percent
Joint	46	31.9%
Nuclear	46	31.9%
Extended	52	36.1%
Total	144	100.0

Family structure should be nuclear because in nuclear family students can easily focus on their studies and they do not find anyone to distract or disturb them from studying. For the better future of children nuclear family is 1000 times better than extended and joint family. Table 6.1.3 Family structure of the respondents describes the percentage of the respondents according to family type.31.9% belong to joint family.31.9% belong to extended family, 36.1% of the respondent belong to a nuclear family. Majority of respondents belong to the extended family that can be a potential cause of the worldview the respondent holds in terms of explaining the unemployment and its possible socio-psychological and politico-economic factors it involves.

Table 6.1.4 Marital status of respondents

Category	Frequency	Percent
Married	34	23.6%
Unmarried	110	76.4%
Total	144	100.0

The unemployed students, whether they are married or unmarried, do not only themselves suffer they also affect the people associated with them. However, the married male can have responsibilities of spouse and child care which is likely to be affected too so it will bring a huge pressure on them for getting employed Table 6.1.4 Marital status of the Respondents shows the percentage of respondent according to the marital status out of 144 respondents 23.6% were married and 76.4% were unmarried. according to this table majority of respondent were unmarried. The narrative that men should not marry until he obtains a job has been vividly found in this study since the majority of the respondents 76.4% were single and unemployed.

Table 6.1.5 Family background of the respondents

Category	Frequency	Percent
Rural	88	61.1%
Urban	56	38.9%
Total	144	100.0

The urban graduates should be employed due to higher expenses in urban areas including housing rent, high electricity bill, water, tax, etc. So, without employment their lifestyle can be extremely unpleasant and can cause great discomfort. It will shift their living into lower standard which can push them to get involved in wrongdoings. It manifests a rural-urban gap in terms of employment and opportunities of employment. It can be suggested that the rural areas of Pakistan should be industrialized before most of its population fall prey to the chronic disease of unemployment.

The Table 6.1.5 Family background of the respondents describes the percentage of respondent's family background where 61.1% of total respondents from rural area and 38.9% respondents from urban.

Table 6.1.6 Monthly income of parents

Category	Frequency	Percent
Less than 30,000/-	60	41.7%
30,001-40,000/-	40	27.8%
40,000-50,000-above	44	30.6%
Total	144	100.0

Graduates from middle class family who have less income can be hit by depression by comparing their life to other individuals whose family background were already luxurious and tremendous. Table 6.1.6 describes the percentage of respondents according to the monthly income of respondent's family, 41.7% of total respondents have a lesser income than 30,000, while 27.8% of total respondents have income between 30,001-40,000.30.6% of total sample of have income between 40,001 and 50,000-above. Almost 70% of the respondents' family among which majority are extended earn less than 50 thousand a month while only 30% earn more than 50 thousand rupees.

Table 6.1.7 Degree session of respondents

Category	Frequency	Percent
2016-2018	71	49.3%
2017-2019	73	50.7%
Total	144	100.0

The unemployed graduates irrespective of their gender face depression and overthinking. A married graduate always feels worried about their spouse and children while unmarried graduate suffers from anxiety and they both feel helpless. So, employment is necessary in both conditions. The table 6.1.7 describes the percentage of respondent according to the degree session of respondents 49.3% Respondents belonged to 2016-

2018 session. 50.7% belonged to 2017-2019 session. By coming across the fact that half of the population included in the list of respondents had completed their graduation 4 years before the research was conducted and were still unemployed. The rest half of the unemployed respondents had completed their sessions a couple of years before the research was being conducted.

6.2. Factors of Unemployment

This section will describe the key reasons behind the increased unemployment challenges faced by the sociology graduates of QAU Islamabad.

Table 6.2.1 lack of competency

Category	Frequency	Percent
Agreed	102	70.8%
Disagreed	33	22.9%
Neutral	9	6.3%
Total	144	100.0

Lack of competency includes knowledge, skills, attitudes values, and behaviors among unemployed graduates. This can lead to depression, low self-esteem, anxiety and other mental health issues, especially if an individual has a will to do job but can't find employment. These unemployed graduates then start facing pressure from family and then they all end up into cursing themselves for wasting the time during their

Under graduation and this ends their life into depression and overthinking. The table 6.2.1 describes the percentage of respondent where about 70.8% of respondents agreed that unemployment of sociology graduates of QAU is due to lack of graduate competency, 22.9 respondent disagreed and 6.3% respondents have remained neutral.

Table 6.2.2 insufficient job specific skills

Category	Frequency	Percent
Agreed	123	85.4%
Disagreed	16	11.1%
Neutral	Null	Null
Total	144	100.0

It has become difficult for the QAU sociology graduates to find a suitable job and satisfactory ways of financially supporting themselves and their families

With insufficient job specific skills. It turns the unemployed graduates in to liability for economy instead of asset. The dependence of unemployed on the working population increases. The table 6.2.2 describes the percentage of respondents according to the insufficient job specific skills in Pakistan. About 85.4% respondents agreed on the reason behind their unemployment is insufficient job specific skills and 11.1% disagreed. So above table shows that unemployment is caused by lack of job specific skills in Pakistan.

6.2.3 Feel more comfortable as unemployed than being employed

Category	Frequency	Percent
Agreed	67	46.5%
Disagreed	70	48.6%
Neutral	7	4.9
Total	144	100.0

Many studies suggest that people who are unemployed suffer more from morbidities like heart disease and stroke in comparison to employed graduates. Every sociology graduate of QAU work hard to get graduate and to get their dream job. The table 6.2.3 describes the percentage of the respondents where about 48.6% respondents are disagreed that unemployment of sociology graduates of QAU is due to the individual feel more

comfortable as unemployed than being employed, 46.5% Respondents agreed, and 4.9% respondent have remained neutral .so as a result majority of respondents feel uncomfortable being unemployed.

Table 6.2.4 Political instability

Category	Frequency	Percent
Agreed	108	75%
Disagreed	24	16.7%
Neutral	12	8.3%
Total	144	100.0

Political instability has hindered effective implementation of the national policy on education by inadequate provision of resources and there are lack of funds, personal equipment and infrastructure. Political instability can be considered as an influential factor for Pakistan’s present situation of unemployment among sociology graduates of QAU. Political instability lowers private investment, slows economic growth, and gives rise to unemployment and poverty. The table 6.2.4 describes the percentage of the respondents according to political instability in Pakistan. About 75% respondents agreed on the reason behind the unemployment graduate due to political instability in Pakistan, 16.7% respondents disagreed and 8.3% respondents have remained neutral .so it shows that majority of respondents agreed that unemployment is caused by the political instability in sociology department of QAU Islamabad Pakistan.

Table 6.2.5 Lack of investment

Category	Frequency	Percent
Agreed	114	79%
Disagreed	25	17.5%
Neutral	5	3.5%
Total	144	100.0

Lack of investment from HEC caused unemployment. If there is no investment among sociology graduates of QAU than there is no any production and we will not have any job opportunities. This makes large numbers of graduates unsuitable for employment that is commensurate with their degree. The table 6.2.5 describes the percentage of the respondents, where about 79% respondents agreed that unemployment of sociology graduates of QAU is due to lack of investment from HEC,17.5% respondents disagreed and 3.5% respondents have remained neutral.so above table shows that unemployment is caused by lack of investment from HEC.

Table 6.2.6 Lack of internship experience and basic market skills

Category	Frequency	Percent
Agreed	117	81.3%
Disagreed	21	14.6%
Neutral	6	4.1%
Total	144	100.0

Internships are beneficial because they help to develop your professional aptitude, strengthen personal character, and provide a greater door to opportunity. By investing in internships, you'll give yourself the broadest spectrum of opportunity when seeking and applying for a job after graduation. Most employees will have some weakness in their workplace skills. An internship program allows you to strengthen those skills that each employee needs to improve. The table 6.2.6 is describe the percentage of respondents, where about 81.3% of total respondents agreed that unemployment of sociology

graduates of QAU is due to lack of internship experience and basic market skills,14.6% respondents disagreed and 4.1% have remained neutral. Thus overall, mostly respondents were agreed that major reason behind their unemployment is that internship and skills developed during graduation do not match with market demand of labor force.

6.2.7 Unemployment as cause of tension

Category	Frequency	Percent
Agreed	118	81.9%
Disagreed	23	16%
Neutral	3	2.1%
Total	144	100.0

The impact of Unemployment on the individual and their family include poorer health, hardship, and housing stress, negative psychological consequences and increased stress mental, emotional, or physical strain. It may cause such symptoms as raised blood pressure or depression. Even if someone has no material deprivation, but being unemployed can lead to anxiety and in future a risk of drop in standard of living. The table 6.2.7 describes the percentage of respondents, where about 81.9% respondents agreed, 16% disagreed and 2.1% respondent has remained neutral. Thus, overall majority of respondents were agreed about the above statement of unemployment is a cause of tension for the individual and their family.

Table 6.2.8 Economic condition of country and unemployment

Category	Frequency	Percent
Agreed	120	83.3%
Disagreed	20	13.9%
Neutral	4	2.8%
Total	144	100.0

Economic condition of country causes unemployment. Unemployment is a key measure of economic health; when the economy grows the people are both confident and have more money to spend. This means that by growing economy the system can provide more jobs for

unemployed sociology graduates. Therefore they need more workers, which will bring us back to better economic condition of country. If the economy maximizes efficiency everyone would be employed at some wage. The table 6.2.8 describes the percentage of respondent according to economic condition of country. About 83.3% respondents agreed on the reason behind the unemployment is economic condition of country, 13.9% disagreed and 2.8% respondents have remained neutral. Thus overall, mostly respondents were agreeing that economic condition of country causes unemployment among sociology graduate of QAU Pakistan.

6.2.9 Low status of unemployed person

Category	Frequency	Percent
Agreed	115	79.9%
Disagreed	22	15.3 %
Neutral	7	4.8%
Total	144	100.0

The impacts of being unemployed in lower social status include poorer health, poverty, housing stress and hardship which harm employment futures and development of children. Status is considered universally important because it influences how people think and behave. Those from higher social backgrounds tend to be more successful as compared to the graduates from low social status. The table 6.2.9 describes the percentage of respondents according to the social status of unemployed graduate is low in the family and in society.79.9% respondents agreed on the reason behind the unemployment of social status is low in the family and in society,15.3% disagreed and 4.8% respondents have remained neutral. Thus overall mostly respondents agreed that Social status of unemployed graduate is low in the family and in the society.

6.2.10 Unemployment cause disturbance

Category	Frequency	Percent
Agreed	122	84.7%
Disagreed	19	13.2 %
Neutral	3	2.1%
Total	144	100.0

Unemployment causes disturbance and it creates darkness in small rented flat of each unemployed graduate. No wind of hope flows through the small window of unemployed graduates. They feel really suffocated and get fed up from their life. They feel broken, aimless, for having a low CGPA and for being unemployed. The table 6.2.10 describes the percentage of respondents according to the unemployment causes Disturbance among sociology Graduate.84.7% respondents agreed on the reason behind the unemployment causes disturbance among sociology graduate, 13.2% disagreed and 2.1% respondents have remained neutral. Thus, overall majority of respondents agreed that unemployment causes Disturbance among sociology graduate.

6.2.11 incompatible Policies For employment opportunities

Category	Frequency	Percent
Agreed	113	78.6%
Disagreed	24	16.6 %
Neutral	7	4.8%
Total	144	100.0

Government policies are not compatible with the rise of unemployment in Pakistan. Educated youth including males and females from sociology graduate of QAU drop their curriculum vitae (CV) in different governmental organizations and institutions but unfortunately seek negative response from the job market. Government should revisit & improve their educational system & human resource plans by working closely with universities, employers etc. this includes re-skill / retraining of unemployed graduates & job placement etc. The table 6.2.11 describe the percentage of respondents according to the Government policies are not compatible with the rise of unemployment in

Pakistan.78. % of respondents agreed, 16.6 % disagreed and 4.8% respondents have remained neutral. Thus, overall majority of respondents agreed that Government policies are not compatible with the rise of unemployment in Pakistan.

6.2.12 Social Service Sector

Category	Frequency	Percent
Agreed	102	70.8%
Disagreed	33	22.9%
Neutral	9	6.3%
Total	144	100.0

Individual work is preferred in the social services sector. The social service sector provides the social services, income and assistance for the adult and children with the disabilities for the development. It is just the graduates who are not dedicatedly looking for a job or have not known their true potential and driving in wrong direction. Always look for a job/opportunity only in your field of interest and you will be 100% successful in your career. The table 6.2.12 describes the percentage of respondents according to the Individual work to prefer in the social services sector .70.8% of total respondents agreed on the reason behind the individual work to prefer in social service sector, 22.9% disagreed and 6.3% respondents have remained neutral. Thus overall majority of respondents agreed to work in the social service sector.

Table 6.2.13 Low Wage Factors

Category	Frequency	Percent
Agreed	101	70.1%
Disagreed	35	24.3%
Neutral	8	5.6%
Total	144	100.0

The increase of low wage factor can be the cause of increasing unemployment. A greater number of people are willing to work at the higher wage while a smaller number of jobs will be available at the higher wage. Minimum wages can actually raise unemployment by giving employers less incentive to hire. The tables 6.2.13 describe the

percentage of respondents, where about 70.1% of the respondents agreed that unemployment of sociology graduates of QAU is due to the low wage factor, 24.3% respondents disagreed and 5.6% respondents have remained neutral. Thus overall majority of respondents agreed with the statement of low wage factor causing unemployment.

Table 6.2.14 Satisfied From Quality of Education

Category	Frequency	Percent
Agreed	56	38.9%
Disagreed	78	54.2%
Neutral	10	6.9%
Total	144	100.0

The quality of education develops a broad knowledge of society, skills about critical thinking and develop ability to analyze social work. Sociology guides us to achieve our dreams and follow our own interests in the social world. Low quality of education may still offer us information, but no initiative is taken to absorb it properly. If we don't fully understand it, we can't properly save it in our long term memory. Therefore, when it's time to be tested on our knowledge of the subject, we won't be able to apply what we should have learned. The table 6.2.14 describes the percentage of respondents, where 38.9% respondents agreed that unemployment of sociology graduates of QAU is satisfied from Quality of education. 54.2% respondents disagreed and 6.9% respondents have remained neutral. Thus overall majority of respondents Disagreed with the statement of

Table 6.2.15 embracing attitude of parents

Category	Frequency	Percent
Agreed	41	28.5%
Disagreed	91	63.2%
Neutral	12	8.3%
Total	144	100.0

The attitude of parents towards unemployed graduates found not well which cause fear, depression and loss of motivation among graduates. It's necessary to stay motivated and create a plan for future and seek advice from experienced people. Individuals must prepare themselves for a job and do not waste their life by being depressed after seeing the disheartening attitude of their loved ones especially their parents. The table 6.2.15 describe about the respondents of percentage where about 28.5% respondents agreed that the attitude of family towards unemployed sociology graduates of QAU is good, 63.2% respondents disagreed and 8.3% respondents have remained neutral. Thus overall majority of respondents Disagreed with the statement of Attitude of families towards unemployed graduate is good.

Table 6.2.16 Technology causes unemployment

Category	Frequency	Percent
Agreed	68	47.2%
Disagreed	62	43.1%
Neutral	14	9.7%
Total	144	100.0

Role of technology in labor market has increased unemployment. The large number of labor was needed before in the labor market due to absence of modern technology in earlier time. However, human labor has been replaced by the modern technology to a great extent. So with development on one side the technology is making our lives easy but on the other hand it is snatching the employment opportunities from many graduates.

The table 6.2.16 describes the percentage of respondents where about 47.2% respondents agreed that unemployment of sociology graduates of QAU is due to role of technology in labor market, 43.1% respondents disagreed and 9.7% respondents have remained neutral. Thus, overall majority of respondents agreed with the above statement.

Table 6.2.17 Unemployment and behavior of community

Category	Frequency	Percent
Agreed	43	29.9%
Disagreed	89	61.8%
Neutral	12	8.3%
Total	144	100.0

The community attitude towards unemployed graduates is worst and this is the big reason in harming individual's long term potential and can affect people's sense and cause fear and depression, perhaps even loss of motivation. The most annoying thing about being unemployed is not having enough money and degrading attitude of community. So Individuals must prepare themselves for job and do not waste their life on being depressed. The table 6.2.17 describe about the percentage of respondents according to the Attitude of community is better. About 29.9% respondents agreed on the reason behind the better attitude of community towards unemployed graduates, 61.8% respondents disagreed and 8.3% respondents have remained neutral. Thus overall majority of respondents disagreed with the statement of Attitude of community towards unemployed graduate is better.

Table 6.2.18 Lack of technical skills cause unemployment

Category	Frequency	Percentage
Agreed	54	37.5%
Disagreed	43	29.9%
Neutral	47	32.6%
Total	144	100.0

Lack of knowledge about technology is increasing the unemployment among sociology students. The issue behind the unemployment face by the large number of graduates is due to absence of relevant training and lack of knowledge about technology. It has become difficult for the graduates to find a suitable job and satisfactory ways of financially supporting themselves and their families with lack of technical skills. It turns the unemployed graduates in to liability for economy instead of asset. The dependence of unemployed on the working population is increasing. The table 6.2.18 describes the percentage of respondents according to the Lack of knowledge about technology. About 37.5 % respondents agreed on the reason behind unemployment is lack of knowledge about technology, 29.9% respondents disagreed and 32.6% respondents have remained neutral. Thus, overall majority of respondents agreed with the statement of Lack of knowledge about technology is increasing the unemployment among sociology students.

Table 6.2.19 Persistence of gender disparity

Category	Frequency	Percentage
Agreed	35	24.3%
Disagreed	55	38.2%
Neutral	54	37.5%
Total	144	100.0

Gender discrimination in labor market has caused the unemployment exists biasness and discrimination in job market so this gender biasness is said to lead unemployment among educated segments. Females are unequally treated from birth. They are deprived

of proper nutrition and education as compared to the males. This reduces the productivity of the females. Hence, they cannot compete in the job market later on. Apart from this, in many jobs, female workers are paid less as compared to men. This leads to lower welfare for the families supported by the females. A lot of women cannot come forward and work or stop working after marriage. The output of the economy growth would definitely increase if women participate in work force in same proportion. The table 6.2.19 describes the percentage of respondents according to the Gender discrimination in labor market. About 24.3% of total respondents agreed on the reason behind unemployment are gender discrimination in labor market, 38.2% respondents disagreed and 37.5% respondents have remained neutral. Thus overall majority of respondents Disagreed with the statement of Gender discrimination in labor market has caused the unemployment among sociology students in Quaid-i-Azam University.

Table 6.3 Cross Tabulation

Association between graduate unemployed due to role of technology and skills in labor market which are not developed during graduation degree.

		Unemployment is increasing due to insufficient job specific skills in Pakistan.			Total
		Agreed	Disagreed	Neutral	Total
The role of technology in labor market has increased unemployment	Agreed	81 (65.45%)	22 (18.1%)	20 (16.36%)	123 (85.4%)
	Disagreed	10 (64.58%)	4 (25%)	2 (10.41%)	16 (11.1%)
	Neutral	2 (45.94%)	1 (27.02%)	2 (27.02%)	5 (3.5%)
	Total	68 (47.2%)	62 (43.1%)	14 (9.7%)	144 (100%)

A cross tabulation was applied between the insufficient job specific skills in Pakistan and the role of technology in labor market. The above table describe that insufficient job specific skills in Pakistan. It has become difficult for the QAU sociology graduates to find an adequate employment and satisfactory ways of supporting themselves financially and meeting their job expectations. And the percentage of respondents according to the insufficient job specific skills in Pakistan. About 85.4% respondents agreed on the reason behind their unemployment is insufficient job specific skills and 11.1% disagreed. So above table shows that unemployment is caused by lack of job specific skills in Pakistan. And the role of technology in labor market has increased

unemployment. The large number of labors was needed before in the labor market due to absence of modern technology in earlier time. However, human labor has been replaced by the modern technology to a great extent. The percentage of respondents where about 47.2% respondents agreed that unemployment of sociology graduates of QAU is due to role of technology in labor market, 43.1% respondents disagreed and 9.7% respondents have remained neutral. Thus, overall majority of respondents agreed with the statement that lack of basic market skills and lack of technology leads towards graduate unemployment.

Chapter N0: 7

DISCUSSION AND CONCLUSION

7.1. Discussion

Lack of resources and high population growth are major effect of unemployment. Universities should provide the students with knowledge about workplace by enrolling them in internship programs so that mismatch in skills that is demanded in labor market can be coping up by university graduates. Due to expansion of graduates and less opportunities, they are becoming urban working poor. Getting job in underdeveloped sector with insufficient pay is even worst. Conditions in under developed and developing countries are worst as due to low economic condition job seeker struggles to find suitable job for them where as market lack the space for new candidates. These Assumptions of unemployment cause tension for family, economic conditions of country are also affected of which youth can become suspicious about government policies causing disturbance. Nazim and Masood (2012) argued that the education that the universities impart to the students are the only that is required to achieve knowledge of practical work. The universities should also provide the students with the opportunities of internship to get a practical knowledge of workplace, and adopt a professional attitude for working in the office.

The percentage of respondents according to the Government policies are not compatible with the rise of unemployment in Pakistan.78% of respondents agreed, 16.6% disagreed and 4.8% respondents have remained neutral. Thus overall majority of respondents agreed that Government policies are not compatible with the rise of unemployment in Pakistan. Educated youth including males and females from sociology graduate of QAU drop their curriculum vitae (CV) in different governmental organizations and institutions but unfortunately seek negative response from the job market.

It is fact that candidates applying for specific job must have the employability skills which are relevant to that job. In the market where competition is high and demand is low the skills are very necessary which increases the chances of job. If the candidates possess the relevant skills and experience then he or she has more chances of getting that job.

Most of the respondents also admitted that due to lack of skills they were unable to get a job. They told that during their university period they were not trained much in this regard that is why they faced difficulty during job searching.

Besides skills, other dominant and important demand of market is that the candidates must have experience for the relevant post. Experience is the basic component most of the private organizations and also some government organizations hire the experience holder candidates. Experienced candidates have more chance of getting a job because they have already worked in any organization and can adjust themselves better.

Most of the respondents told that due to lack of experience admitted this fact that organization demand experience which they didn't possess that is why they were unemployed. When there is more influx of degree holders and less demand in the market then it creates difficulty for the candidates to get a job. Candidates have struggle hard to get a job. If the country's economy is good than it can produce more jobs and if it low creates gap between the degree holders and number of jobs. Most of the respondents also told that when economy of the country is not good then it cannot produce the jobs for the degree holders and it becomes difficult for them to find a suitable job. Further it also causes inflation, corruption and unemployment. Pakistan is a country where many graduates are job less after the degrees major reason behind your unemployment is that skills or abilities developed during graduation do not match with market demand of labor force. One major reason behind graduate unemployment is that there is huge influx of graduates from the universities and lack of space in the market for them.

Graduate unemployment is the most dangerous among young people. since the beginning of the first decade of this country, some studies have focused on youth unemployment in graduate school, but in recent years there have been no studies in this area. The purpose of this thesis is to fill in the gaps in available studies, exploring the extent, nature and causes of unemployment of graduates in Pakistan.

This study for the first time revealed relevant concepts and discussed some theories about the unemployment of graduates on the nature and degree of unemployment of graduates. From that moment, possible causes, such as lack of experience, lack of interpersonal skills, lack of compliance with skills, qualitative graduate education, discrimination by employers, etc. Were investigated. Although the unemployment rate of graduates is less serious than unemployment in other educational group, but the demand of graduate is not fast enough to absorb all graduates.

7.2. Conclusion

The research topic ‘**Descriptive analysis on the unemployment challenges among sociology graduates at QAU, Islamabad**’ where the present study will explain the following queries i.e. To Search the main causes behind the increasing unemployment. **And is the role of technology contributing towards** increasing unemployment among sociology graduates of Quaid-I-Azam University in Islamabad.

The research was conducted in Islamabad, where unemployed sociology graduates of Quaid-i-Azam University respondents filled Questionnaire to find out the reason behind their unemployment. Quantitative approach has been used to conduct the research. The data was gathered both by male and the female’s respondents. The total sample size of this research was 144 respondents; purposive sampling method was used for the data collection. The tool of Data collection was close ended.

The study aims to highlight the unemployment challenges of sociology graduates from the Quaid-i-Azam University Islamabad, during the year 2016-2019. According to the data, majority of the respondents were agreed that the main reason of unemployment is mismatch between their skills and market demand. Overall, mostly respondents were disagreeing that educational institutions deliver basic skills of market in Pakistan. Educational institutions do not provide proper environment for the students in which they can learn the skills regarding professional knowledge. internship opportunities are not provided to students, which is necessary for employment. So that’s why graduates were not satisfied with their learning during degree. According to respondent’s perception on the other major reason behind graduate unemployment is that there is a huge influx of graduates from the Quaid-I-Azam University Islamabad and lack of space in the market for them. And that is because of overpopulation and lack of resources. The present research addresses the issue of graduate employment. The research was conducted in Islamabad, where unemployed sociology graduates of Quaid-I-Azam University respondents filled Questionnaire to find out the reason behind their unemployment. The research was based on three objectives regarding the determinants of graduate unemployment. Highlighting the perception of respondents of sociology graduates regarding the reason behind their unemployment. To measure the Gap between labor market demand and university accomplishment of the students. The skills

that have been imparted to the student are not according to the market demand. Quantitative approach has been used to conduct the research; the data was entered by using the SPSS version 18. The data was gathered both by male and the female's respondents. The total sample size of this research was 144 respondents; purposive sampling method was used for the data collection. The tool of Data collection was close ended. The study finds that's many sociology graduates do not possess the basic skills required in the market and there is mismatch between their skills and market demands. That is why they are unemployed.

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ANNEXURE

Questionnaire

To be filled from unemployed Sociology graduates

Dear Participant; ASSALAM-ALAIKUM; I am Shehzadi Bismillah, student of MSc in sociology at the Quaid-i-Azam University Islamabad. I am carrying out a research on the topic “**Sociological analysis on the unemployment challenges among sociology graduates at Quaid-i-Azam University, Islamabad**”. I really appreciate if could Please spare 5-10 minute to fill in the following questionnaire which will help me to complete this research. All the information provided by you, will be kept confidential and your response will only be used for the purpose of research.

Thank you for your cooperation in advance.

Part-1 Demographic Information of the Respondents

Sr. No	Title	Categories
1	Age of respondents at present	23-25 (b) 26-28 (c) 29-33
2	Gender	(a) Male (b) Female
3	Family structure	(a) Joint (b) Nuclear (c) Extended
4	Marital Status	(a) Married (b) Unmarried
5	Family Back ground	(a) Rural (b) Urban
6	Degree Session	a)2016-2018 b)2017-2019
7	Monthly Income of parents	(a) Less than 30,000/- (b) 30,001 – 40,000/- (c) 40,00- 50,000/- (d) 50,000 - above

Part II: Opinion Survey about the possible factors of unemployment

Statement	Agreed	Disagreed	Neutral
8. Unemployment is increasing due to lack of graduate competency among sociology graduates.			
9. Unemployment is increasing due to insufficient job specific skills in Pakistan.			
10. I am more comfortable as unemployed than being employed.			
11. Unemployment increases among sociology graduate due to political instability in Pakistan.			
12. Lack of investment from Higher Education Commission (HEC) in social sciences has caused the unemployment among sociology graduates in Pakistan.			
13. Lack of internship experience and basic market skills has caused unemployment among sociology graduates.			
14. Unemployment is a cause of tension for the individual and his/her family.			
15. Economic condition of country causes unemployment rate among sociology graduates in Pakistan.			
16. The social status of unemployed graduate is low in the family and in society.			
17. Unemployment causes disturbance among the sociology Graduates in Pakistan.			
18. Government policies are not compatible with the rise of unemployment in Pakistan.			
19. I prefer to work in the social services sector.			

20. The low wage factor causing the increased unemployment in sociology graduates in Pakistan.			
21. Are you satisfied from the Quality of Education among sociology graduate at the QAU university, Islamabad.			
22. The attitude of families towards unemployed graduate is Good.			
23. Do you get financial help or money from your parents to apply for another job?			
25. The role of technology in labor market has increased the unemployment.			
26. The attitude of community towards unemployed graduate Is better.			
27. Unemployment affects my status at home as well as the status of your family in the community.			
28. Lack of knowledge about technology is increasing the unemployment among sociology students.			
29. Gender discrimination in labor market has caused the unemployment among sociology students in Quaid-i-Azam university.			