

## FACTOR INFLUENCING UNEMPLOYMENT AMONG YOUTH; A STUDY OF AZAD KASHMIR UNIVERSITY MUZAFFARABAD

**Aamir Shehzad (MS Sociology)** [Shehzad.aamir007@gmail.com](mailto:Shehzad.aamir007@gmail.com)

Research Associate at University of Azad Jammu & Kashmir, Muzaffarabad

**Ahsan Tahir Khawaja (Ph.D. Sociology)** [tahirehsan33@gmail.com](mailto:tahirehsan33@gmail.com)

Lecturer at University of Azad Jammu & Kashmir Muzaffarabad

**Dr. Saeed Akbar (Ph.D. Sociology)** [saeed.akbar@iiu.edu.pk](mailto:saeed.akbar@iiu.edu.pk)

Lecturer at International Islamic University, Islamabad

**Correspondence: Ahsan Tahir Khawaja (Ph.D. Sociology)** [tahirehsan33@gmail.com](mailto:tahirehsan33@gmail.com)

### ABSTRACT

**Background:** Unemployment arrives at when people are eager and ready to work for the standard salary rate but are unable to find a job. It is one of the worldwide financial concerns that any responsible government is expected to observe and plan accordingly. Determining factor of unemployment refer to the various aspects that contribute to unemployment. These factors include economic conditions, education and skills, demographics, government policies, and technological changes. As it was realized that unemployment is a severe issue in AJ&K, this concentration attempted to discover the significantly determined factor of unemployment in Muzaffarabad.

**Sample:** In this study, 384 questionnaires were filled by simple random sampling. The respondent posed various inquiries to accomplish the outcomes.

**Results:** There were most of the respondents said that unemployment influences their status as well as the situation with their families locally. The more significant part of the respondents concurs that there is a connection between corruption and unemployment. The study finds an association between the level of education and the economic status of the respondent. The study also finds an association between gender, locality, and unemployment. It is tracked down that the low level of education, unskilled labor, corruption, nepotism/favoritism, lack of opportunities and wrong selection of subjects are the leading cause of unemployment.

**Conclusion:** Determinants of unemployment are interconnected and addressing them comprehensively and coordinately is important for achieving the UNSDGs related to decent work, economic growth and poverty reduction.

**Keywords:** Unemployment; Determining factor; Nepotism/Favoritism; Corruption; UNSDGs

### INTRODUCTION

Unemployment is a complicated issue that noticeably impacts economic as well as social structures. Unemployment is not only a failure to utilize human resources however also an economic inefficiency that results in significant losses in potential output (Mucciaroni, 2023). It has grabbed the consideration of analysts since the 1930s when Jahoda et al., (1933) undertook prior research about unemployment during the Great Depression. The importance of unemployment lies in its widespread impact on individuals and society that is impacting economic health, social stability, and general quality of life (Shen & Kogan, 2020; Lakomý & Alvarez-Galvez, 2022). ILO's WESO Trends (2024) shows that the global unemployment rate brings from 5.1 percent in 2023 to 5.2 percent (WESO Trends, 2024). Additionall, Fajana (2000) reveals that the higher the unemployment rate in an economy, the higher the neediness level and related government assistance challenges. The situation in developing countries, including Pakistan, is particularly troubling due to variety of socio-economic limitations (Faraz et al., 2021).

Youth unemployment (Casson, 1979; O'Higgins, 2016; Maguire et al., 2013) is a phenomenon in which individuals aged 15 to 24 are unable to obtain employment despite actively looking for employment (Shakur, 2020). Since the outbreak of crisis in 2008, there has been an increase in youth unemployment (Inanc, 2020). Even more concerning is the strengthening number of young people who are not occupied in work, education, or training, which has terminated

notably concerns about the impact of social unity and the threat of a "lost age" (Maguire et al., 2013).

Youth unemployment is one of the crucial global issues that addresses the issue of inadequate use of limited and valuable resources, which is critical for financial activities of government (Maulani, & Agwanda, 2020). An Ethiopian study conducted by Batu (2016) identified the main concerns for youth unemployment and their requirements for independent work. The study reveals a strong correlation between youth unemployment and factors such as territorial area, gender, marital status, and schooling. Moreover, Achdut & Refaeli (2020) highlighted that the desire of young people to chase their career is mostly restricted by a lack of financial reserves and a lack of employment prospects.

The impact of unemployment is economic as well as social. Unemployment results in a decrease in individual's income and a decline in consumer expenditure that impact on the overall growth of economy (Ganong, P., & Noel, P. (2019). However, from a societal point of view, it can lead to higher incidence of psychological issues, crime, and social instability (Jones, 2019). Additionally, Egdell, & Beck (2020) and other studies (Zechmann & Paul, 2019; Stauder, 2019; Pohlen, 2019; Pritadrajati, Kusuma, & Saxena, 2021; Jarosch, 2023) suggested that prolonged unemployment can lead to a permanent loss in abilities, that can further reduce an individual's capabilities to find job. According to ILO (2019), unemployment experiences a significant economic cost globally, resulting in the loss of billions of dollars lost in potential productivity each year.

Youth in Pakistan faces many difficulties, yet some are similarly normal in the general labor market. There are a few difficulties that are youth explicit (Mayer, Moorti, & McCallum, 2019). One of the remarkable facts is the unemployment rate is significantly higher among educated youth and is not entirely different from that of less educated youth (Hou, 2010).

Youth unemployment is one of the leading burring issues in Pakistan. Ahmad & Khan (2018) look at the factors that contribute to the high rate of unemployment among youth in Pakistan. In this review, unemployment as dependent whereas populace, foreign direct investment, inflation, wage rate, and government expenditure are taken as independent variable. The outcome reveals that foreign direct investment, inflation, and government expenditure significantly affect Pakistan's unemployment during the study period (Bashir & Rashid, 2019; Shah, Shabbir, & Parveen, 2022). However, Ahmad & Khan (2018) reveals that population development and wages do not show a significant relationship with the unemployment rate under this review.

Mahmood et al. (2014) explore the relationship between unemployment and the various variables affecting unemployment straightforwardly or by implication. In the review, unemployment occurred as the dependent, and GDP, FDI, budget shortage, inflation, literacy rate, population development rate, and labor force are taken as defining factors. The outcomes found that the Labor force distinctly affects unemployment, while expansion and FDI adversely affect unemployment (Mahmood et al., 2014; Correa, 2023; Moridian et al., 2024)).

The consequences of a study by Ahmed & Azim (2010) indicate that countless youth start their career early, which can be exorbitant for efficiency and profit sometime down the road. Generally, these youngsters face a higher unemployment rate toward the beginning of their career which continuously diminishes with an expansion in age. For instance, Javed (2020) demonstrated that the unemployment rate among female youth is a lot higher than that of male youth in all districts of Pakistan. The discoveries of the study propose that age, sex, marital status, relocation,

preparation, area, schooling level, and qualities of the family altogether affect the business probabilities of youth in Pakistan (Ahmed & Azim, 2010)).

A review led by Qayyum (2007) recognized that because of the underlying disjointedness of required abilities, the unfortunate gross system, and the absence of unacceptable future prompting and planning skills, the unemployment rate in the metropolitan areas of Pakistan is higher. An opposite relationship happened between youth unemployment and planning and reasoned that the unemployment rate is higher among females in Pakistan. Whereas O'Higgins (1997) argues that various variables that impact the adequacy of youth employment strategy have been recognized. Specifically, it is tracked down that the exact focus of programs and the contribution of employers' and laborers' associations, as well as government, in the plan and execution of strategy, are both significant determinants of a viable arrangement.

According to Gregg (2001), low educational fulfilment, capacity not caught by schooling, monetary hardship, and social issues in youth raise an individual's powerlessness to unemployment. There is solid proof of underlying reliance prompted by early unemployment experience for men yet just minor steadiness for ladies. Additionally, Shakur et al., (2020) highlighted that pursuing higher educational accomplishment and preventing the development of significant period of youth unemployment can reduce the extent to which a minority of male experience persisted unemployment through their working careers.

Unemployment brings about significant crises from psychological, societal, and economic perspectives (Blustein & Guarino, 2020). Moreover, there is an increase in crime rates and violence, dependence on family, low self-esteem, unhealthy social inequalities, sorrow, and lack of confidence (Kabaklarli et al., 2011). Similarly, Nazir et al. (2009) showed that unemployment influences the family's financial status, prompts poor emotional well-being reliance, and expands the extent of defilement, illicit drug use, violations, and self-destruction in public. The death rate is elevated among unemployed young fellows and ladies, particularly in suicides and casualties. Social outcomes incorporate an expanded chance of distance, absence of monetary assets, guilt, and future avoidance from the work market (Hammarström, 1994).

This study is important as it illustrates the factors that contribute to unemployment in a specific geographical context, providing essential knowledge for policymakers, educators, and employers. The foremost objective of this study is to investigate the determining factors of unemployment in Muzaffarabad. The study reveals the association between educational attainments, economic status, gender, locality, and unemployment. The study provides alternative policy solutions to the problem that has resulted in the destabilization of the economy and jeopardized the stability of Muzaffarabad as a country. Moreover, the outcomes of this study can enhance the broader discussion on youth unemployment and inform policy decisions at national level.

## MATERIAL AND METHODS

The research methodology of this study on the determinants of unemployment among students at Azad Jammu & Kashmir University, Muzaffarabad was meticulously crafted to yield a comprehensive understanding of the issue. We adopted a quantitative research design and employed simple random sampling technique to select a representative sample of 384 participants, thereby ensuring that every student had an equal chance of being included. The data regarding the students in the university was also taken from the relevant department of the university to get insight as per study's objective. The sample size was determined by using the **Taro**

**Yamane** formula as follows: 
$$n = \frac{N}{1+Ne^2}$$

Whereas ‘e’ is the level of precision which is 0.05 where ‘N’ represents the population size of the study (N=8957). In this study the target population was the students at the University of Azad Jammu & Kashmir, Muzaffarabad. The data for the total strength of the student was taken from the related department of the university, which is shown in the table below.

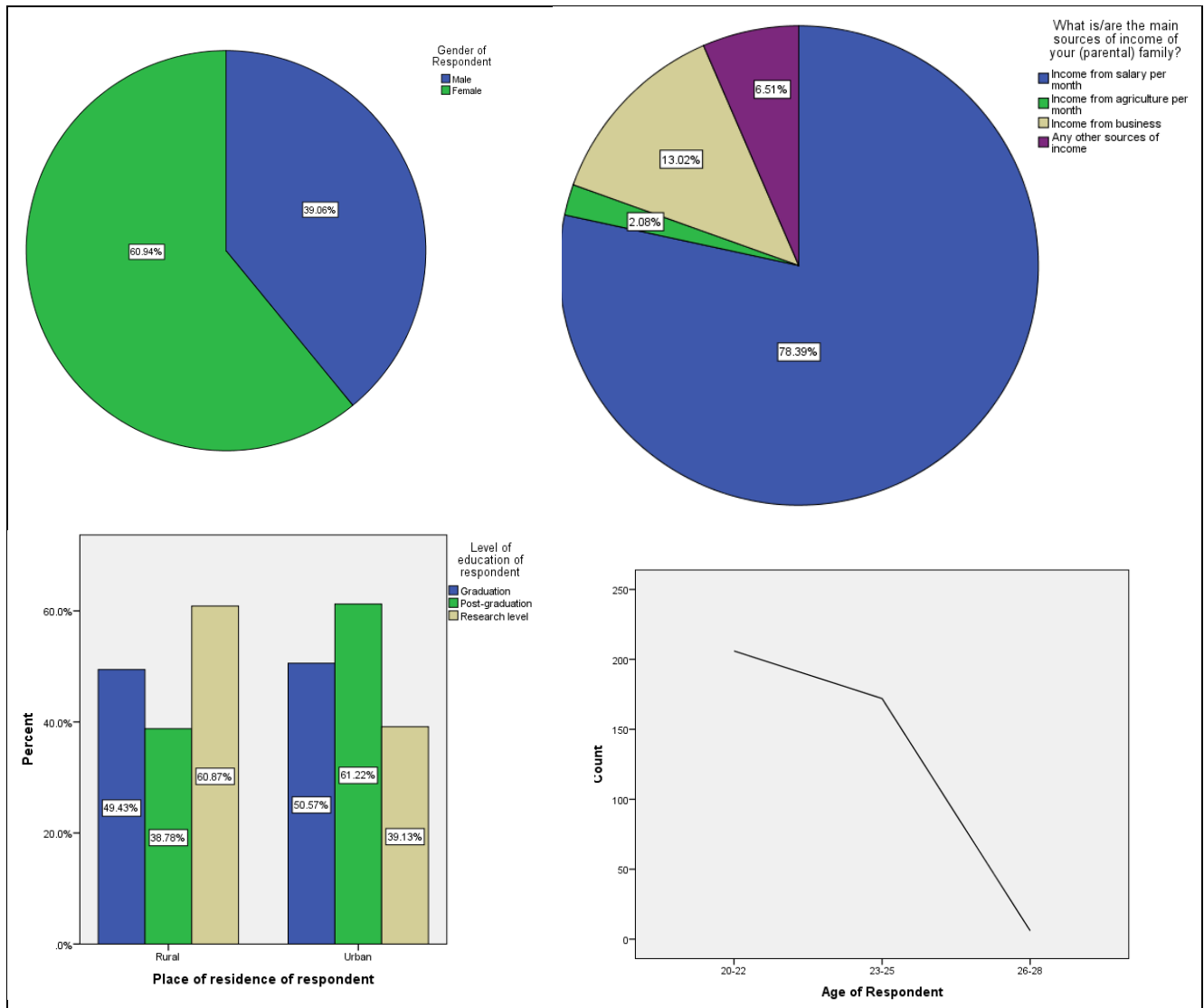
$$n = \frac{8957}{1 + 8957(0.05)^2} = 384$$

Primary data was collected through a well-structured questionnaire that encompassed a range of questions designed to capture detailed demographic, educational and employment information. The questionnaire was tested through pilot study to ensure its reliability and validity, and made some necessary adjustments based on the feedback. Ethical considerations were at the forefront of our data collection process, all participants provided informed consent, and their anonymity and confidentiality were rigorously maintained. While we acknowledge potential limitations such as reliance on self-reported data and the cross-sectional type of study. It ensured that the methodology of this study was as rigorous and reliable as possible.

## RESULTS AND DISCUSSION

Data was analyzed by using univariate analysis and bivariate analysis. To examine data in SPSS, specific codes were implemented to quantify the data: Dichotomous questions having answer yes or no were given code as 1 and 2 and the questions using Likert scale were given 1, 2, 3, and 4 for level of agreement. The process of coding enabled us to quantify the data, which in turn helped us put the data in SPSS software and extraction of results. The study was conducted among the University student to know the determinants of unemployment, A study of Azad Kashmir university Muzaffarabad.

After the university analysis drew that most of the female respondents participate in the study with the percentage of 60.9%, and the conducted study showed that 53.6% of respondents were age between 20-22 years and 44.8%, and 1.6% of respondents were between 23-25, and 26-28 years of total population respectively. However, 85.4% of the participants of the study were unmarried. About the respondent, 52.6% live in urban areas while 47.4% belonged to rural areas. The main sources of income of the family per month of the respondents were divided into four categories: Income from salary per month are 78.4%, Income from agriculture per month are 2.1%, Income from businesses are 13.0% and income from any other sources are 6.5%.



**Figure 1: Socioeconomic characteristics of the respondents**

The findings of this study demonstrate that 22.9% of the respondents agreed with the statement that higher education has a positive effect on the rate of employment. While 23.7% of respondents strongly agreed, 42.7% agreed, 30.5% were disagreed, and 3.1% were strongly disagreed on a statement that gender has determining the positive effect on employment. However, 21.1% of the respondents strongly agree that high growth population has determining the positive effect on employment while 43.0% were agreed, 28.9% were disagreed, and 7.0% were strongly disagreed.

Inflation has also seemed to be one of the major determinants of unemployment. Whereas the results of this study indicate that 41.4% of the respondents strongly agreed that inflation as a major determinant of unemployment, while agree, disagree, and strongly disagree was 51.0%, 6.5%, and 1.0% respectively. Moreover, 31.0% of respondents strongly agree that political changes as a major determinant of unemployment, while 57.0% agreed, 12.0% disagreed and none of them strongly disagree as shown in table 01 below.

With all of these, there were only 18.5% disagreed with the statement that Nepotism/Favoritism as a major determinant of unemployment as shown in table 01 below,



remaining were agreed that nepotism/favoritism plays a vital role, that nepotism/favoritism is the main cause of getting a job. Furthermore, corruption is a key factor to attaining jobs, as below table 01 also reveals that 34.6% of the respondents strongly agree, 38.0% of them agreed while 19.8% and 7.6% disagreed and strongly disagreed respectively. Moreover, 43.2% of the respondents strongly agree that there is a relationship between corruption and unemployment, while 39.6% agreed, 11.7% disagreed and 5.5% strongly disagree as shown in table 01.

The conducted study shows that 49.5% of the respondents said that people treat the educated unemployed youth not fairly while 32.8% and 17.7% said that people treat unemployed youth fairly and very respectively (table 1). Whereas 71.9% of the respondents say that unemployment affects their status as well as the status of their family in the community while 28.1% said no as shown in table 1. This study shows the low level of education, unskilled labor, corruption, and nepotism/favoritism, lack of opportunities and wrong selection of subjects are main causes of unemployment.

**Table 1: Frequency Distribution of the Study**

<b>Inflation is a major determinant of unemployment.</b>			
		<b>Frequency</b>	<b>Percent</b>
	<b>Strongly Agree</b>	159	41.4
	<b>Agree</b>	196	51.0
	<b>Disagree</b>	25	6.5
	<b>Strongly Disagree</b>	4	1.0
	<b>Total</b>	384	100.0
<b>Political changes as a major determinant of unemployment.</b>			
	<b>Strongly Agree</b>	119	31.0
	<b>Agree</b>	219	57.0
	<b>Disagree</b>	46	12.0
	<b>Total</b>	384	100.0
<b>Nepotism/Favoritism is a major determinant of unemployment.</b>			
	<b>Strongly Agree</b>	196	51.0
	<b>Agree</b>	117	30.5
	<b>Disagree</b>	58	15.1
	<b>Strongly Disagree</b>	13	3.4
	<b>Total</b>	384	100.0
<b>Corruption is a key factor to attain job.</b>			
	<b>Strongly Agree</b>	133	34.6
	<b>Agree</b>	146	38.0
	<b>Disagree</b>	76	19.8
	<b>Strongly Disagree</b>	29	7.6
	<b>Total</b>	384	100.0
<b>There is a relationship between corruption and unemployment.</b>			
	<b>Strongly Agree</b>	166	43.2
	<b>Agree</b>	152	39.6
	<b>Disagree</b>	45	11.7
	<b>Strongly Disagree</b>	21	5.5
	<b>Total</b>	384	100.0

How fairly do people treat the educated unemployed youth?			
	Very fairly	68	17.7
	Fairly	126	32.8
	Not fairly	190	49.5
	Total	384	100.0
Does unemployment affect your status at home as well as the status of your family in the community?			
	Yes	276	71.9
	No	108	28.1
	Total	384	100.0

According to Professor Pigou's theory of unemployment (Pigou, 1933), inflation can be a major determinant of unemployment. Pigou argued in this theory that the relationship between inflation and unemployment can be complex over long term, even though the inflation can lead to higher unemployment rate in short term. Pigou also argued that political changes or regulation can create rigidities in the labor market that inhibit wages from adjusting to their symmetry level. This firmness can lead to higher rates of unemployment, as employers may be less willing to hire workers at higher wage levels.

Nepotism or favoritism in the labor market is not a main factor according to Professor Pigou's theory of unemployment. The theory of Pigou focuses on market-based factors that affect the supply and demand for labor. Whereas nepotism or favoritism can be a factor in some cases for hiring but not considered a major driver of unemployment according to Classical Theory of Unemployment. Moreover, corruption is also considered as a significant factor in job attainment. It can occur in some instances but not considered a ultimate driver of unemployment according to this theory. According to Professor Pigou's theory of unemployment, there is a relationship between corruption and unemployment, although this relationship is not direct. Pigou's theory suggests that corruption can contribute to market inefficiencies and distortions that can lead to higher rates of unemployment.

Bivariate analysis is used in quantitative research to test hypothesis used in the study, it is used to check the relationship between two variables. In this study bivariate analyses are used to find out the relationship between level of education and the economic status of the respondents, between gender and unemployment, and also between respondent's area of residence and Unemployment. To check out the association or relationships between these variables, Pearson Chi-Square Test ( $\chi^2$ ) was used, which Reject Null hypothesis ( $H_0$ ); if the computed value is  $\chi^2 \geq \chi^2_{\alpha, (r-1)(c-1)}$  or if its p-value is less than the level of significance otherwise accept Alternative hypothesis ( $H_0$ ).

$$\text{Chi-square or } \chi^2 = \sum_{i=1}^r \sum_{j=1}^c \frac{(o_{ij} - e_{ij})^2}{e_{ij}}$$

The Pearson Chi-square (5.294) with P-Value = 0.071 is likely to be greater than the significance criterion (=0.05) to analyze the association between respondents' level of education and economic position, as shown in table 02 below. As a consequence, the study agrees that there is a link between a student's educational level and economic situation. The Pearson Chi-square (1.328) with P-Value = 0.249 is likely more incredible than the significance level (=0.05) to analyze the connection between gender and unemployment among respondents, as shown in table

02. As a consequence of rejecting other hypotheses, the study determined that there is a connection between responder gender and unemployment.

**Table 2: Bivariate analysis of the study**

Relationship between level of education and economic status of the student				
	Value	d.f	Asymp. Sig. (2-sided)	
<b>Pearson Chi-Square</b>	<b>5.294</b>	2	.071	
Relationship between Gender and Unemployment				
	Value	d.f	Asymp. Sig. (2-sided)	
<b>Pearson Chi-Square</b>	<b>1.328</b>	1	.249	
Relationship between respondent's area of residence and Unemployment				
	Value	d.f	Asymp. Sig. (2-sided)	
<b>Pearson Chi-Square</b>	<b>2.340</b>	1	.126	

The Pearson Chi-square (2.340) with P-Value = 0.126 is likely greater than the significance level (=0.05) to analyze the association between respondents' area of residence and unemployment, as shown in table 02. As a consequence, the premise of the study was acknowledged as a significant association between respondents' place of residence and unemployment.

Professor Pigou's theory of unemployment, also known as the "classical theory of unemployment (Pigou,1933)," suggests that unemployment is caused by rigidities in the labor market, such as minimum wage laws or labor unions, that prevent wages from adjusting to their equilibrium level. So, this theory has no direct relationship between economic status and educational attainment. Nevertheless, studies indicate that higher educational attainment with higher economic attainment is less likely to be affected by unemployment, as to have more skills and resources, they can find new opportunities (Benda, Koster, & van der Veen, 2019; Kaur, Goyal, & Goyal, 2020; Schoon, & Heckhausen, 2019). Moreover, this theory has no direct relationship between gender and unemployment. However, studies demonstrate that due to gender-based discrimination like gender pay gap or occupational segregation in the market, women are experiencing unemployment (Roberts, & Schöer, 2021; Shah, Khurram, & Mehrdin, 2023; Uusitalo, 2024; Gawel, & Mroczek-Dąbrowska, 2022; Toksöz, & Memiş, 2020). These factors may originate firmness in the labor market, thwarting women from finding and keeping jobs and may influence to higher rates of unemployment among women.

According to Professor Pigou's theory of unemployment, this Classical Theory of unemployment has no direct relationship between residential areas and unemployment. Although studies show that variations in economic activities and opportunities can contribute to modifications in unemployment rates across different residential areas (Rodríguez-Pose, & Storper, 2020; Béland, Brodeur, & Wright, 2023; Ratten, 2021). For example, areas with high levels of economic activity, such as urban centers or regions with strong industries, may have lower rates of unemployment than rural areas or regions with weaker economic activity. This may



be due to factors such as the availability of jobs, the presence of industry clusters, or the concentration of skilled workers in certain areas (Papadopoulos et al., 2019; Karaalp-Orhan, 2020; Zemtsov, Barinova, & Semenova, 2019; Wang et al., 2022; Kofler et al., 2020; Chhetri et al., 2019).

## CONCLUSION

The study was conducted to determine the causes of unemployment in Muzaffarabad. Throughout the study, 384 people were chosen from various departments at the University of Azad Jammu and Kashmir, with 150 men and 234 women. And hence 384 questionnaires were filled by random selection. It has been analyzed that the student ratio is quite different in the departments; mostly female ratio is high in university as compared to the male. The study finds the association between the level of education and economic status of the respondent. The study also finds an association between gender, locality, and unemployment. It is found that the low level of education, unskilled labor, corruption, and nepotism/favoritism, lack of opportunities and wrong selection of subjects are main causes of unemployment.

Although a lack of skills has been identified as a significant source of youth unemployment, technical education should be provided and promoted. The government's policies should be reconsidered to be more favorable to young workers. The government should reform secondary and vocational school curricula to focus more on revenue-generating activities and the development of entrepreneurial ability. To ensure that individuals have access to essential services, the government, non-governmental organizations, and other stakeholders must take action. The government should implement programs to stimulate foreign investment. To control unemployment, the government must likewise control inflation. Policymakers should understand that any level of GDP can help to reduce unemployment. The government should implement policies that reduce the rate of population growth. By eliminating corruption from institutions, employment situation can be improved.

## REFERENCES

- Achdut, N., & Refaeli, T. (2020). Unemployment and Psychological Distress Among Young People during the COVID-19 Pandemic: Psychological Resources and Risk Factors. *International journal of environmental research and public health*, 17(19), 7163.
- Ahmad, A., & Khan, F. (2018). Investigating the Determinants of Youth Unemployment in Pakistan. *Pakistan Journal of Humanities & Social Science Research*, 1(1), 1-12.
- Ahmad, R., & Azim, P. (2010). Youth Population and the Labour Market of Pakistan: A Micro Level Study. *Pakistan Economic and Social Review*, 183-208.
- Bashir, F., & Rashid, B. (2019). Exploring the Impact of Foreign Direct Investment, Consumption, Inflation, and Unemployment on GDP per capita. *Journal of Policy Options*, 2(2), 39-46.
- Batu, M. (2016). Determinants of Youth Unemployment in Urban Areas of Ethiopia. *International Journal of Scientific and Research Publications*, 6(5), 343-350.
- Béland, L. P., Brodeur, A., & Wright, T. (2023). The Short-term Economic Consequences of Covid-19: Exposure to Disease, Remote Work and Government Response. *Plos one*, 18(3), e0270341.
- Benda, L., Koster, F., & van der Veen, R. J. (2019). Levelling the Playing Field? Active Labour Market Policies, Educational Attainment and Unemployment. *International Journal of Sociology and Social Policy*, 39(3/4), 276-295.

- Blustein, D., & Guarino, P. (2020). Work and Unemployment in the Time of COVID-19: The Existential Experience of Loss and Fear. *Journal of Humanistic Psychology*, 60(5), 702-709.
- Chhetri, A., Chhetri, P., Arrowsmith, C., & Corcoran, J. (2019). Modelling Tourism and Hospitality Employment Clusters: A Spatial Econometric Approach. In *Tourism planning and development* (pp. 92-118). Routledge.
- Choudhry, A. N., Abdul Mutalib, R., & Ismail, N. S. (2019). Socio-cultural Factors Affecting Women Economic Empowerment in Pakistan: A Situation Analysis. *International Journal of Academic Research in Business and Social Sciences*, 9(5), 90-102.
- Correa, E. (2023). Effect of Unemployment, Inflation and Foreign Direct Investment on Economic Growth in Sub-Saharan Africa. *Journal of Developing Economies (JDE)*, 8(2).
- Egdell, V., & Beck, V. (2020). A Capability Approach to Understand the Scarring Effects of Unemployment and Job Insecurity: Developing the Research Agenda. *Work, Employment and Society*, 34(5), 937-948.
- Fajana, S. (2000). Functioning of the Nigerian Labour Market, Labonfin and Company. *Journal of Emerging Trends in Economics and Management Sciences (JETEMS)*, 397-402.
- Faraz, A., Younas, M., Pastrana, C. I., Waheed, A., Tauqir, N. A., & Nabeel, M. S. (2021). Socio-Economic Constraints on Camel Production in Pakistan's Extensive Pastoral Farming. *Pastoralism*, 11, 1-9.
- Ganong, P., & Noel, P. (2019). Consumer Spending during Unemployment: Positive and Normative Implications. *American economic review*, 109(7), 2383-2424.
- Gawel, A., & Mroczek-Dąbrowska, K. (2022). Gender Pay Gap in Explaining Female Entrepreneurship—Industry Perspective of Selected European Countries. *International Journal of Manpower*, 43(9), 42-59.
- Gregg, P. (2001). The Impact of Youth Unemployment on Adult Unemployment in the NCDS. *The Economic Journal*, 111(475), 626-653.
- Hammarström, A. (1994). Health Consequences of Youth Unemployment--Review From a Gender Perspective. *Social science & medicine*, 38(5), 699-709.
- Hou, X. (2010). Challenges for Youth Employment in Pakistan: Are They Youth-Specific? *The Pakistan Development Review*, 193-212.
- Inanc, H. (2020). Breaking Down the Numbers: What does COVID-19 Mean for Youth Unemployment. *Mathematica Policy Research*, 3, 1-22.
- Jahoda, M., Lazarsfeld, P., & Zeisel, H. (1933). *Marienthal: The Sociography of an Unemployed Community (English translation)*. London: Tavistock Publications.
- Jarosch, G. (2023). Searching for Job Security and the Consequences of Job Loss. *Econometrica*, 91(13), 903-942.
- Javed, A. (2020). Youth Development in Pakistan: A Provincial Analysis. *Journal of Development Policy Research & Practice (JoDPRP)*, 57-79.
- Jones, D. (2019). *Understanding Criminal Behaviour: Psychosocial perspectives on Criminality and Violence*. Routledge.
- Kabaklarli, E., Hazel, P., & Buluş, A. (2011). Economic Determinants of Turkish Youth Unemployment Problem: Co Integration Analysis. 267, pp. 272-282. International conference on applied economics.
- Karaalp-Orhan, H. S. (2020). Regional Disparities in Turkey: a Socio-economic Perspective. *European Journal of Sustainable Development*, 9(3), 103-103.

- Kaur, M., Goyal, P., & Goyal, M. (2020). Individual, Interpersonal and Economic Challenges of Underemployment in the Wake of COVID-19. *Work*, 67(1), 21-28.
- Kofler, I., Innerhofer, E., Marcher, A., Gruber, M., & Pechlaner, H. (2020). *The Future of High-Skilled Workers: Regional Problems and Global Challenges*. Springer Nature.
- Lakomý, M., & Alvarez-Galvez, J. (2022). Formation of the Quality of Life Index in Western and Eastern Europe within the Sociological Context. *European Chronicle*, 7(3), 30-43.
- Maguire, S., Cockx, B., Dolado, J. J., Felgueroso, F., Jansen, M., Styczyńska, I., & Rinne, U. (2013). Youth Unemployment. *Intereconomics*, 48, 196-235.
- Mahmood, T., Ali, A., Akhtar, N., Iqbal, M., Qamar, S., Nazir, H., . . . Sana, I. (2014). Determinants of Unemployment in Pakistan: A Statistical Study. *International Journal of Asian Social Science*, 4(12), 1163-1175.
- Maulani, N., & Agwanda, B. (2020). Youth Unemployment and Government Pro-employment Policies in Zimbabwe. *Journal of Social Policy Conferences*, 78, 229-256.
- Mayer, T., Moorti, S., & McCallum, J. (2019). *The Crisis of Global Youth Unemployment*. Routledge.
- Moridian, A., Radulescu, M., Kumar, P., Radu, M., & Mohammad, J. (2024). New Insights on Immigration, Fiscal Policy and Unemployment Rate in EU countries—A Quantile Regression Approach. *Heliyon*, 10(13).
- Mucciaroni, G. (2023). *The Political Failure of Employment Policy, 1945–1982*. University of Pittsburgh Press.
- Nazir, F., Cheema, M., Zafar, M., & Batool, Z. (2009). Socio-economic impacts of unemployment in urban Faisalabad, Pakistan. *Journal of Social Sciences*, 18(3), 183-188.
- O'Higgins, N. (2016). Youth unemployment. In A. Furlong, *In Routledge Handbook of Youth and Young Adulthood* (pp. 157-171). Routledge.
- O'Higgins, N. (1997). The challenge of youth unemployment. *International Social Security Review*, 50(4), 63-93.
- Papadopoulos, A. G., Fratsea, L. M., Karanikolas, P., & Zografakis, S. (2019). Reassembling the rural: socio-economic dynamics, inequalities and resilience in crisis-stricken rural Greece. *Sociologia Ruralis*, 59(3), 474-493.
- Pohlan, L. (2019). Unemployment and social exclusion. *Journal of Economic Behavior & Organization*, 164, 273-299.
- Pritadrajati, D., Kusuma, A., & Saxena, S. (2021). Scarred for life: Lasting consequences of unemployment and informal self-employment: An empirical evidence from Indonesia. *Economic Analysis and Policy*, 70, 206-219.
- Qayyum, W., & Siddiqui, R. (2007). Causes of youth unemployment in Pakistan [with comments]. *The Pakistan Development Review*, 611-621.
- Ratten, V. (2021). Coronavirus (Covid-19) and entrepreneurship: cultural, lifestyle and societal changes. *Journal of entrepreneurship in emerging economies*, 13(4), 747-761.
- Roberts, G., & Schöer, V. (2021). Gender-based segregation in education, jobs and earnings in South Africa. *World Development Perspectives*, 23, 100348.
- Rodríguez-Pose, A., & Storper, M. (2020). Housing, urban growth and inequalities: The limits to deregulation and upzoning in reducing economic and spatial inequality. *Urban Studies*, 57(2), 223-248.

- Schoon, I., & Heckhausen, J. (2019). Conceptualizing individual agency in the transition from school to work: A social-ecological developmental perspective. *Adolescent Research Review*, 4, 135-148.
- Shah, S. , Shabbir, M., & Parveen, S. (2022). The impact of unemployment on economic growth in Pakistan: An empirical investigation. *iRASD Journal of Economics*, 4(1), 78-87.
- Shah, S., Khurram, S., & Mehrdin, N. (2023). Gender Inequality in the Workplace: Exploring the Persistence of the Gender Pay Gap. *Journal of Namibian Studies: History Politics Culture*, 38, 532-546.
- Shakur, E., Sa'at, N., Aziz, N., Abdullah, S., & Rasid, N. (2020). Determining unemployment factors among job seeking youth in the east coast of peninsular Malaysia. *The Journal of Asian Finance, Economics and Business*, 7(12), 565-576.
- Shen, J., & Kogan, I. (2020). Job loss or income loss: How the detrimental effect of unemployment on men's life satisfaction differs by immigration status. *Frontiers in Sociology*, 5, 10.
- Stauder, J. (2019). Unemployment, unemployment duration, and health: selection or causation? *The European Journal of Health Economics*, 20(1), 59-73.
- Toksöz, G., & Memiş, E. (2020). Gender Inequalities in Informal Employment and Wage Gap in Turkish Manufacturing. *Ekonomik Yaklaşım*, 31(114).
- Uusitalo, I. K. K. (2024). *Exploring the Impact of the Gender Pay Gap on Female Entrepreneurship* (Bachelor's thesis, University of Twente).
- Wang, C., Wang, L., Xue, Y., & Li, R. (2022). Revealing spatial spillover effect in high-tech industry agglomeration from a high-skilled labor flow network perspective. *Journal of Systems Science and Complexity*, 35(3), 839-859.
- WESO Trends. (2024, January 10). Global Unemployment rate set to increase in 2024 while growing social inequalities raise concerns. Retrieved from <https://www.ilo.org/resource/news/global-unemployment-rate-set-increase-2024-while-growing-social#:~:text=In%202024%20an%20extra%20two,2023%20to%205.2%20per%20cent.>
- Zechmann, A., & Paul, K. (2019). Why do individuals suffer during unemployment? Analyzing the role of deprived psychological needs in a six-wave longitudinal study. *Journal of occupational health psychology*, 24(6), 641.
- Zemtsov, S., Barinova, V., & Semenova, R. (2019). The risks of digitalization and the adaptation of regional labor markets in Russia. *Фопсаўм*, 13(2 (eng)), 84-96.