CHAPTER I

INTRODUCTION

1.1. INTRODUCTION

Unemployment refers to “a situation where people who are willing and capable of working are unable to find suitable paid employment. It is also a situation in which the community does not use workforce fully” (Fajana, 2000; Zaki, 1998). Unemployment exists when members of the labor force wish to work but cannot get jobs (Adebayo, 1999). Unemployment is “a stressful event that can affect the physical and psychological wellbeing of individual and a stressful life event i.e. a situation that drains or exceeds people’s perceived ability to cope” (Overholser & Fisher, 2009; Winkelmann & Winkelmann, 1998; Dooley, Fielding, & Lennart, 1996). Unemployment is “a situation of being without, but actively seeking employment and is a serious and persistent social problem in many countries” (Dawkins, 1996; Learner, 1994; Romeyn, 1992).

The International Labor Organization (ILO) defines unemployed as “a number of the economically active population who are without work but available for and seeking work, including people who have lost jobs and those who have voluntarily left work” (World Bank, 1998). The Bureau of Labor Statistics (BLS, 1994) officially defines “an unemployed person as one who is not working, wants to work, and has actively tried to find work in the past 4 weeks”.

Unemployment refers to “a condition of being without a paid job and it is characterized by the desire and search for a job” (Cawker & Whiteford, 1993).

1.2. MODELS OF UNEMPLOYMENT

There are three specific and influential models that were developed within the field of psychological unemployment research and reviewed below.

1.2.1. Jahoda's (1981, 1982, 1997) latent-deprivation model: According to this model, employment has not only a manifest function i.e. earning a living, but also latent i.e. unintended functions that are also crucial for mental health. She specified five latent functions of employment: Time structure, an enlarged social network, participation in collective efforts, definition of
social identity, and required regular activity (Jahoda, 1997). She stated that these latent functions correspond to deep seated needs (Jahoda, 1983). So, the amount of access to the latent functions should have a direct impact upon a person’s mental health. Employment is the only institution that can provide the latent functions in a sufficient amount in modern societies. Other institutions like organized religion or voluntary associations, can’t serve as substitutes for employment to a satisfying degree (Jahoda, 1988). So, according to this model, employment usually is necessary in order to be psychologically healthy, while unemployed persons are at risk of experiencing distress symptoms and a loss of well-being.

1.2.2. **Warr’s (1987) vitamin model:** this model is similar to latent-deprivation model in assuming that the environment to be the main determinant of a person’s mental health. Both the researchers hypothesize that certain characteristics of the environment predict well-being, even though the environmental features specified by Warr (1987), are not identical with those specified by Jahoda (1981, 1982, 1997). The following are the war’s vitamin: opportunity for control, opportunity for skill use, externally generated goals, variety, environmental clarity, availability of money, physical security, opportunity for interpersonal contact, and valued social position. Warr (1987) hypothesized that the environment influences mental health in a manner analogous to the effect of vitamins on physical health (Warr, 1987). So, low levels of the nine environmental factors are assumed to have negative effects on mental health, while increasing levels are assumed to have positive effects on mental health. Though, an increase beyond a certain limit should not result in further improvements. For some of the environmental features (e.g. physical security), very high levels are hypothesized to have no additional impact at all. Other environmental features are even thought to be harmful in very high doses (e.g. variety). Unemployed persons are typically confronted with an environment which has limited amounts of Warr’s vitamins.

1.2.3. **Fryer’s (1986) agency-restriction approach:** According to this model, humans are agents actively striving for purposeful self-determination, attempting to make sense of, initiate, influence, and cope with events in line
with personal values, goals, and expectations of the future (Fryer, 1997a). Though, unemployment restricts, frustrates agency and undermines planning as well as purposeful action because it is associated with future insecurity, poverty, and low social power. Agency theory attempts to emphasis on what people bring with them to a situation which is problematical and unfamiliar rather than upon what is taken away from them by the loss of employment. This theory concludes that human being is assumed to feel a desire for self-directedness that is frustrated by unemployment as well as poverty which is associated with unemployment, resulting in distress and low well-being.

1.3. TYPES OF UNEMPLOYMENT

On the bases of research done by Hussainat, Ghnimat and Al-dlaeen (2012) and other researchers unemployment can be broadly categorized as follows:

1.3.1. Frictional unemployment

It arises due to an imbalance between the supply of labour and the demand for it. This does not allow the potentialities of the labour to be tapped. Although workers are there, ready to work, but they may not be fit for the work, or they may not have the required skill and qualification to do work. So, it is a situation in which all the job seekers may not get job. Job vacancies are not filled for the employers because of lack of skilled labour. Since, the demand of the customer is constantly shifting from one product to another, so it becomes difficult for the workers to catch up with the tastes and choice of the customers. Such shifts in customer demand may make certain factories to be closed down leaving behind unemployment (Baker, 1992).

1.3.2. Structural unemployment

It occurs when there is a mismatch between the skill demanded and supply of skills in particular area of labour market. It is significant costs to the unemployed and substantial output loss to society. The extent of it is considered by the degree of the compositional changes in labour demand and supply as well as the speed of the adjustments of the mismatches or imbalances. (McConnell & Brue, 1995).
1.3.3. **Cyclical unemployment**

Trade cycles characterized by boom, recession, and economic depression are common in the business world. Such ups and downs in business influence the volume of unemployment which decreases when trade is good and increases when it is bad. This unemployment occurs when there is not enough aggregate demand in the economy to provide jobs for everyone who wants to work. Demand for most goods and services falls, less production is needed and consequently fewer workers are needed, wages are sticky and do not fall to meet the equilibrium level, and mass unemployment results. However, it is also associated with the short-term fluctuations in the business cycle (Ehrenberg & Smith 1991).

1.3.4. **Seasonal unemployment**

It occurs due to heavy demand for labour at a particular season of the year E.g., Agriculture (Sowing period, harvesting season) and subsequently demand for the same decreases or ceases. In other words, it is very much associated with agriculture. During the off-season many laborers will have to spend their time idly without having any work. In some industries such as sugar, woolen and ice factories, workers get jobs only for a certain period of the year or in a particular season. When the season is over, they don’t get work in the factories and they will have to wait for the next season to come to find the same work. This type of unemployment may often make the laborers to become migratory in character (Ehrenberg & Smith 1991).

**CAUSES OF UNEMPLOYMENT**

The major causes of unemployment in India identified by Madan (1973) are classified into two main types: (1) Individual or personal factors and (2) External factors or Technological and economic factors.

1.4.1. **Individual or Personal Factors of Unemployment**

(a) **Age Factor:**

Limitations on the choice of job opportunities are fixed by age factor. Neither too young or nor too old people are eligible for many of the jobs. Some old people due to their old age and some youngsters due to their inexperience, fail to get many specific jobs. Young people do not get jobs soon after their studies. People who are above 50
or 60 years are less adaptable and more prone to accidents. Their capacity to contribute to economic production is also relatively less. So it is always usually assumed that persons of middle age suffer most from unemployment (Broomhall & Winefield, 1990; Hepworth, 1980).

(b) Vocational Unfitness:
Barnard et al. (2001) states that many youngsters fail to understand their own aptitudes, interests and abilities properly and also the jobs they want to get. Because of lack of the required abilities, young people cannot find jobs of their selection even though they are willing to do. Only persons who have the ability, physical fitness, experience, and interest to work are provided jobs by employers. Even though there are more skilled people in a particular profession, if the demand is less than the supply unemployment increases.

(c) Illness or Physical Disabilities or Incapabilities:
Some people remain as partially employed or totally unemployed because of the inborn/acquired disabilities or deficiencies. The fatal accidents that take place during the work and illness induced by industrial conditions also create unemployed (Armstrong, 2006; Ahuja, 1997).

1.4.2. External and Technological Factors

(a) Enormous Increase in Population:
The population in India is growing at an alarming rate. Every year India adds to her population 120 to 130 lakh people afresh but only about 5 million people become employed every year. All these people who are eligible to work are not getting the jobs. Rapid increase of the population rate is one of the main factors that lead to the unemployment problem and has adversely affected the unemployment situation (Nasrudin, 2004; Ahuja, 1997).

(b) Trade Cycle:
Ups and downs are common in the business field because of the operation of trade cycle. Economic depression in trade cycle may make some problematic or sick industries to be closed down compelling their employees to become unemployed. (Ahuja, 1997; Elliott & Merill, 1950.)
(c) Technological Advance – Mechanization – Automation:

Contribution of technological advancement in economic development is undeniable. However, uncontrolled and unplanned growth of technology may have an adverse effect on job opportunities (Madan, 1973). Since entrepreneurs are more interested in maximizing production and profit, they prefer to introduce labour-saving machines. Entrepreneurs desire to reduce the cost of production by automation, computerization, etc. This results in technological unemployment.

(d) Strikes and Lockouts:

 Strikes and lockouts had been an inseparable aspect of the industrial field. Due to strikes, workers become unemployed for a temporary period and some were being thrown out of job. This state of affairs continued almost up to the launching of the New Economic Policy (NEP). After 1990s, things however, have been changing and labour strikes are becoming comparatively rarer (Ahuja, 1997).

(e) Slow Rate of Economic Growth:

Madan (1973) states that job opportunities depend very much on economic growth. Since the rate of economic growth was very slow in the first 45 years after independence, the economy was not able to create enough job opportunities to the increasing number of job seekers. For example, in 1980s, the rate of growth of the number of job-seekers increased by 2.2%, while the rate of growth of the number of job opportunities was only 1.5%. This difference led to an enormous increase in the number of unemployed persons. (Edie, 1926).

(f) Backwardness of Indian Agriculture:

Agriculture is the main source of employment in rural society. Rural people are engaged directly as well as indirectly in agricultural operation which is seasonal. People are fully employed during the sowing and harvesting period but they remain unemployed between the post-harvest and before the next sowing period (Rao, 2007).

1.4.3. Other Causes of Unemployment:

In addition to the two main types of the causes of unemployment as mentioned by Madan (1973), a few other factors causing unemployment are added such as the following.
(a) **Unpreparedness to Accept Socially Degrading Jobs:**

Some youngsters are not prepared to undertake jobs which are considered to be socially degrading or indecent. Such as auto rickshaw, taxi-driving, sales executives, waiter’s work in hotels, etc. Since the dignity of labour is not properly inculcated in them, they face the risk of unemployment by becoming the victims of false prestige (Madan, 1973).

(b) **Defects in (Inappropriate) Educational System:**

According to Gunnar Myrdal, India’s education policy does not aim at the development of human resources. It merely produces clerks and lower cadre executives for the Government and private concerns. Myrdal considers all those who receive merely this kind of education not only as inadequately educated but also wrongly educated. And also the present educational system is more degree oriented than job oriented. Even though there are more educated, there is shortage of highly skilled individuals and this result in high unemployment (Bhorat, 2007; Ahuja, 1997; Mphahlele, 1995)

(c) **Improper Use of Human Resources / Overall Inadequacy of Manning:**

Human resource is vital in determining the performance of a country (Asmawati, 2011). But lack of planning for the efficient utilization of human resources for productive purposes has been one of the causes of unemployment in developing countries like India. There is a need of increased co-ordination in managing availability of human resources and its utilization in the productive field (Ahuja, 1997).

(d). **Limited Land and Fragmentation of Land:**

Most of the rural population depends directly on land for their livelihood. In comparison to population land is very limited; as a result, there is increased pressure on the land which leads to fragmentation of land. It creates a great obstacle in the part of agriculture. Since the land is fragmented agricultural work is being hindered and the people who depend on agriculture remain unemployed. This has an adverse effect on the employment situation (Rao, 2007).
1.5. EFFECTS OF UNEMPLOYMENT

Unemployment is a social risk factor which involves individuals, their family, their social network, regional economy, local community and the whole society (Kasl & Jones, 2000). So, the effects of unemployment are not limited to the individual but also affect family and society. But the magnitude of its impact on health varies in different populations and over time (Friedemann & Webb, 1995; Banks & Ullah, 1988). So the overall impact of unemployment briefly explained as follows.

1.5.1. Personal Effects of Unemployment:

From the point of view of personal effect, the unemployed person faces disillusionment and falls easy prey to cynicism. Having no outlet to release their unhappiness, young people channelize their creative energies into wrong directions which explain the rise of a number of youthful bandits, highway robberies and bank hold-ups. These anti-social activities offer a chance to recalcitrant and undisciplined youth to extract a living (Fougere, et al, 2006; Carmichael & Ward, 2001). Ex-wage-earners are more liable to physical illness, tension, suicide and crime, because a lack of working opportunities makes it impossible for them to support their dependents (Gunnell, Platt, & Hawton, 2009; Blakely, Collings, & Atkinson, 2003). This dependency on others is very often morally sapping because of the humiliation that follows. Some people turn to unlawful activities like smuggling and drugs trafficking rather than squarely facing up the actual situation. During economic depressions wages are unbelievably low because of the competition for jobs, and the increase in unemployment further reduces the opportunities of finding a job and depreciates the wages. The unemployed and underpaid are subjected to nearly as many difficult adjustments as those who are completely out of work (Godofsky, Horn, & Zukin 2010).

The impact of unemployment is closely related to poverty, lack of family cohesion and homelessness. This may lead to serious crime rates such as violence, alcoholism and prostitution that possibly collapse the family institution. However, unemployment may cause negative lifestyle and depression due to the demand of current lifestyle and high cost of living (Eita & Ashipala, 2010).
1.5.2. Physical Effects of Unemployment

Researchers explain negative effects of unemployment on physical health. Studies shed light on effects of unemployment on biochemical factors; studies reported evidence for consistent significant increases in cortisol, prolactin, cholesterol, and HDL-cholesterol, growth hormone, and decreased immune reactions (Arnetz et.al 1991; Arnetz et.al 1988; Brenner & Starrin, 1988). A cross-level study found that self-reported incidence of illness or accident was related indirectly to the aggregate economy via the incidence of personal job and financial life events (Catalano & Dooley, 1983). There have been relatively few studies of specific medical diagnoses or other objective health outcomes, e.g. dyspepsia and joint swelling (Kasl, Gore & Cobb, 1975) and corticoid production (Theorell, 1974).

Unemployment leads to an increase in unhealthy behaviors such as tobacco consumption, alcohol abuse and unhealthy diet, which leads to increased risk for disease or mortality (Dooley, Catalano & Hough, 1992; Lee et. al 1991). However, there have been rather few replications to establish with confidence the net impact of unemployment on such risk factors. Researchers found evidence in studies correlating unemployment rates with overall (Iversen et.al 1987) and cardiovascular-renal disease mortality (Brenner, 1979); infant mortality (Catalano & Serxner, 1992); low birthweight (Catalano & Serxner, 1992); highway fatalities (Leigh & Waldon 1991), and ischemic heart disease mortality (Bunn, 1979).

Of all of the physical health outcomes, unemployment and suicide are positively correlated. Higher rates of unemployment increase suicide rates (Classen & Dunn, 2012). Unemployment upsurges alcohol-related disease, mental illness, suicide and suicide attempts, but these effects could be due to unemployment itself (Browning & Heinesen, 2012).

Long-term unemployment results in higher mortality, but voluntary and involuntary separations seem to have similar impacts on mortality (Couch et al. 2013). The mechanism for this mortality increase is related to income loss and risky health behavior (Browning & Heinesen, 2012).
1.5.3. Psychological effects of Unemployment

Unemployment is constantly associated with poor mental health and psychological distress because of economic uncertainty, loss of social status, time structure, social contact and activities that have a collective purpose (Kerr et al. 2012; Jahoda, 1981). Poor mental health predisposes to a more uncertain position in the labour market with increased risks of unemployment, or both paths operate. Studies focus on the causal pathways by clarifying the temporal sequence of the onset of mental health problems and unemployment. The causation pathway has been studied more often than the health selection pathway. A meta-analysis of 87 longitudinal studies shows that becoming unemployed raises the risk of subsequent poor mental health (Paul & Moser, 2009). Researchers also found that unemployment is a negative event although the effects are not universal. Among unpleasant events that generate life stress unemployment ranks in the upper quartile (Holmes & Rahe, 1967). And it is one of the top 10 traumatic life experiences (Spera, Buhrfeind, & Pennebaker, 1994), and is also worse in terms of lost utility units than divorce or separation (Clark & Oswald, 1994). There are evidences that psychological distress and depression raise risks of subsequent unemployment, although it is not consistent (Whooley et al., 2002; Mastekaasa, 1996; Dooley, Catalano, & Wilson, 1994). Earlier studies found that unemployment has a more deleterious effect on men’s than women’s mental health (Paul & Moser, 2009).

The past 20 years of research exhibits the negative consequences of unemployment. Studies show that unemployed people experience loss of self-respect and lowered self-esteem (Branthwaite & Garcia, 1985); decline in mental and physical health (Godney, 1996; Mastekaasa, 1996; Viinamaki et al., 1996), increased mortality rates (Warr, 1987), changes in lifestyle (Underlid, 1996; Winefield et al., 1992) and decreased life satisfaction (Warr, 1978).

Review of research shows that becoming unemployed has enormous negative effects on mental health. Depression strongly predicts future job and income losses (Whooley & colleagues, 2002). Duration of unemployment is actually positively correlated with well-being, conditional on being unemployed (Clark & Oswald, 1994).

Unemployment increases anxiety and depression, leads to lower self-esteem, and produce adverse health consequences, particularly when efforts to locate work are met
with failure over a long period of time. However, a research indicated increased physical symptoms such as loss of appetite, sexual interest and sleep surrounded under depression status. And also leads to health problems such as stress and strains (Linn, Sandifier & Stein, 1985).

Number of studies show that unemployment causes stress, depression, dysfunctional attitude, reduced self-esteem and general health (Bolton & Oatley, 2009; Frost & Clayson, 2006; Comino et al., 2003; Axelsson & Ejlertsson, 2002; Waters & Moore, 2002).

These psychological aspects are explained in detail in next chapter.

1.5.4. Familial Effects of Unemployment:

Unemployment affects the personal ambitions of family members. The disharmonious functioning of members creates discord within family, which means that there is an increase of tensions between the unemployed and family members (Lindner & Peters, 2013; Rao, 2007). Sometimes the wife of the unemployed person wants to take up a job but the idea of a wife taking a job irritates the husband with traditional and conservative values so much so that there is tremendous conflict within the home. Many male members object to any substantial assumption of authority by their female members. On the other hand, the conflict between husband and wife may arise when the unemployed husband wants his wife to take up a job and the wife is reluctant to do so because of the presence of small children at home. Even these children are also affected by their fathers’ unemployment or job loss directly (Wightman, 2012; Rege, Telle, & Votruba, 2011; Stevens & Schaller, 2011; Kalil & DeLeire, 2002).

The negative effects of unemployment or job loss for children were limited to those associated with the loss of father’s job (Kalil & DeLeire, 2002), children’s school performance, marital dissolution, or residential relocation (Rege, Telle, & Votruba, 2011) and reduction in the probability of children finish high school after paternal job loss (Wightman, 2012). Unemployment can affect through increased family stress and reduced incomes. Children whose parents suffer longer unemployment and more lifetime income losses suffer greater detriment to their emotional well-being and this may result in worse education (McLoyd & colleagues, 1994).
Changes in family structure are another mechanism by which the negative consequences of unemployment or job losses are transmitted to the next generation (Del Bono, Weber, & Winter-Ebmer, 2012; Lindo, 2010). It is found that unemployment or job loss of mothers and/or fathers on family stability affect the well-being of children (Lindner & Peters, 2013). An increase in divorce is also followed by unemployment and job loss (Charles & Stephens, 2004).

1.5.5. Social Effects of Unemployment:

Unemployment is a growing social problem with serious financial consequences for the impacted individuals and leads to diminished social status, financial debt, disturbed social role patterns, feelings of guilt and reduced self-esteem (Ensminger & Celentano, 1988).

Unemployment affects the social relationships between members of a group. The activities of the unemployed are so restricted and their attitudes are so bitter that in the phase of disillusionment and discouragement, they lose their desire to work and their skills may deteriorate with resultant loss to the whole community (ILO, 2011). In a brave effort to manage the family with a little saving or in borrowing in cash or kind, many family suffer slow starvation by resorting to unbelievable economy in food and other necessities of life (Rao, 2007).

Unemployment devastates societies. Lack of available jobs close to where the disadvantaged unemployed workers live, contributes to long durations of unemployment. Unemployment for men is then linked to breakdowns in traditional family arrangements, increased use of public assistance, and high crime. As unemployment becomes more concentrated, the neighborhood becomes a source of persistent poverty (Wilson, 1987). The long-term unemployed may be induced to seek out work in the illegal sector. Although crime rates fell in many areas sometimes, they have fallen due to a long-term trend, and to have fallen less in places hit harder by unemployment. It is also documented 14% point higher probability of arrest among workers affected by plant closings, but there are important dynamic and spillover effects as well (Rege, Telle, & Votruba, 2012).
1.5.6. **Economic Effects of Unemployment:**

Unemployment causes heavy economic losses. The failure to provide jobs to all those who have the willingness and the potentiality to work, inevitably brings down economic production. Low productivity would lead to low per capita income. It adversely affects the standard of living of the people. In the long term this would bring down the labour-efficiency of the people. Thus, unemployment as a socio-economic problem is capable of damaging the moral fabric of the individual and as well as social fabric of the society (Rao, 2007; Marmot & Wilkinson, 2005; Stenberg, 1998).

Unemployment has direct impact on family resources. Unemployed were almost twice as likely to be poor as those unemployed less than six months, and almost four times as likely to be poor as those never unemployed (Johnson & Feng 2013; Nichols 2012).

Families with an unemployed have consumption 16% lower after six months of unemployment, but 24% lower if the sole worker in the family became unemployed. Consumption drops less than income following unemployment because of borrowing or spending down savings, which is far from costless (Browning & Crossley, 2001). Unemployed borrowed money from friends, spent down savings, and missed mortgage or rent payments (Holtz, Horn, & Zukin, 2010).

**INTERVENTIONS FOR UNEMPLOYED**

Overholser & Fisher, (2009) classified the strategies into three main theoretical perspectives and described as below:

(1) **Psychiatric perspective:** This perspective emphasis on the symptoms of emotional distress and label people’s distress on the basis of the Diagnostic and Statistical Manual of Mental Disorders, 5th. Ed. (DSM-V; APA). Interventions based on this perspective focus on the use of psychotropic medications aimed at lifting people’s mood.

(2) **Psychological interventions:** These interventions emphasis on changing cognitive processes that translate life stress into emotional distress. The purpose of the interventions based on this approach is to help people to make adaptive changes in their cognitive appraisal and behavioral coping styles.
(3) Social interventions: These interventions emphasize on broader societal factors that play important roles in stress and coping, e.g., occupational adjustment, interpersonal functioning and agency resources that are available to help people deal with their stressors.

It is also suggested that pessimism, sadness, and sense of failure associated with unemployment might be best addressed through a combination of social intervention strategies and psychological approaches. But they are not properly addressed via medications. So, they argue for a socio-psychological approach to improve the mental well-being of unemployed. It indicates multi-agency interventions aimed at cultivating positive attitudes, specific job retraining skills and realistic optimism (Overholser & Fisher, 2009).

Interventions are more effective if they are multifaceted and act on three levels: the individual level (self-esteem, attitudes and knowledge), the community level (family and social support networks) and society level (access to resources and services, social class). There are three important potential settings for interventions to improve mental health and well-being of unemployed namely primary health care, labour market programs, and the community. The interventions are based on specific theories and views regarding the effectiveness of mental health interventions (Health Scotland, 2005). Interventions introduced by Health Scotland described below:

1. Interventions in primary health care.

   a. General Practitioners (GPs) awareness about the health problems of unemployed people;  
   b. providing GPs with native information on levels and characteristics of unemployment, and  
   c. supporting GPs to act as referrers to employment and welfare services are the three most commonly used strategies used in primary health care to prevent, detect and manage the health problems of unemployed (Harris & Harris, 2009).

Harris and Harris (2009) suggested two main types of initiatives as a basis for interventions and research (p. 121). Health checkups offered by GPs for people who become unemployed, with a focus on common health problems (e.g., poor mental health, behavioral & biological risk factors for cardiovascular disease) and preventive care and management of conditions that could act as barriers to return to work (e.g.
drug & alcohol misuse). There is growing evidence of the efficacy and cost effectiveness of this approach (Friedli et al., 2009).

2. Interventions in labour market programmes.

Labour Market Programs represent an important setting in which to implement mental health promotion programs for unemployed because they can reach high risk groups. Cognitive behavior therapy intervention delivered through a Labour Market Program (Job Network Settings) was successful in improving the mental health of unemployed individuals (Harris et al., 2009). Audhoe and colleagues (2009) stressed the need for more research to evaluate whether a focus on mental health would improve the effects of re-employment programs. In this regard, they mentioned the encouraging findings of several Randomized Control Trials on cognitive-behavioral therapy interventions for certain physical diseases, e.g., myocardial infarction and non-specific low back pain.

3. Interventions in community settings.

This type of setting refers to the vast network of volunteer support groups and initiatives aimed at empowering people, such as, e.g., the Community Health Champions initiative offered by the Altogether Better Programs (South, White, & Woodall, 2010). Although no literature was found on interventions aimed at unemployed based on this setting, research shows that empowering approaches are beneficial to people’s well-being and mental health in work environments (Robinson, Raine, & South, 2010).

The literature reviewed suggests that governments can play a crucial role in buffering the effects of unemployment on mental health and suicide by adopting policies that maintain and reintegrate people at work. The current literature on interventions aimed at improving unemployed’s well-being and mental health mainly focuses on individual. The following section explores the experiences of unemployment of people who lost their jobs. There are six experiences of unemployment that negatively affected the participants’ mental well-being. Four comprised of the emotional and psycho-social consequences of unemployment, which would benefit from health promotion interventions at the individual and community level. However, two represented manifest consequences of respectively unemployment and unemployment
at a time of economic recession and would require wider social policy interventions. The present study adapts psychological intervention

1.6. NEED FOR THE PRESENT STUDY:

In the modern World, increasing complexities, competitiveness and the hardened struggle for existence have compelled almost all sections of people to experience stress in day-to-day life. The adult unemployed population comprises a major part of the Indian scenario. Unemployed tries hard to get employed and lead their future life happily and successfully. But lack of determination, poverty, lack of proper guidance, opportunities, over population, lack of work experience and appropriate educational qualification, decline of traditional skills or lockout of small scale and cottage industries etc. have deprived unemployed adults from getting a suitable job and pushed them into the stressful world. Globalization, Privatization, Liberalization, Industrialization, Urbanization, Modernization, Technological inventions and discoveries in various fields besides providing comforts have directly or indirectly created large unemployed adult population in India. Studies show that unemployed population is facing and experiencing stress, depression, dysfunctional attitude and low self-esteem from all directions and such prolonged stress leads to health problems (Singh, Singh & Rani, 1996a, b; Chakrapani, 1995).

Studies have been conducted in India using unemployed samples (Singh, 1990, 1992, 1994, 2001; Singh, Singh & Singh, 1995; Rani, 1993; Singh, Kumari & Singh, 1992) revealed that unemployment particularly among literate ones have been affected adversely. Their psychological well-being is at stake. They are confused. At the individual level, unemployment creates psychological dysfunctions like a feeling of loss, anxiety, stress, insecurity, reduced self-esteem, depression, alienation, hopelessness, dysfunctional attitude and inability to adjust to the existing life situation etc. People encountering prolonged unemployment tend to lose hope, become resigned, apathetic and adopt a somewhat restricted way of life. In fact unemployment can be debilitating both psychologically as well as financially.

Review of studies carried out by Indian researchers reported only presence or absence of maladaptive behavior or psychological problems in unemployed. Further review of the studies reveals no attempt has been made to address to manage the psychological problems. Hence the present study is an attempt to address these psychological
problems faced by the unemployed through psychological intervention. In other words, to manage these psychological problems such as stress, depression, dysfunctional attitude, reduced self-esteem and general health.

**Aim:** To manage stress, depression, dysfunctional attitude, self-esteem, and general health among literate unemployed males.

**Objectives:**

1. To assess the level of Stress, Depression, Dysfunctional Attitude, Self-esteem and General health among literate unemployed males.

2. To study the effect of Rational Emotive Behavior Therapy (REBT) on the level of Stress, Depression, Dysfunctional Attitude, Self-esteem and General health among literate unemployed males.

**Hypotheses:**

H1. REBT is effective in the management of Stress.

H2. REBT is effective in the management of Depression.

H3. REBT is effective in the management of Dysfunctional Attitude.

H4. REBT is effective in the management of Self-esteem.

H5. REBT is effective in the management of General health.

**Research Variables:**

**Independent variable** - REBT- Intervention.

**Dependent variable** - Stress, Depression, Dysfunctional attitude, Self-esteem and General health.

**Definition of Variables:**

(A). **Theoretical definitions**

**Unemployed:**

The International Labor Organization (ILO) defines the unemployed as “a numbers of the economically active population who are without work but available for and
seeking work, including people who have lost jobs and those who have voluntarily left work” (World Bank, 1998).

**Stress:**

Stress has been defined in different ways over the years. Originally it was conceived of as “pressures from the environment, then as strain within the person and as an interaction between the situation and the individual. It is the psychological and physical state that results when resources of the person are not sufficient to cope with the demands and pressures of the situation. Thus, stress is more likely in some situations than others and in some individuals than others. Stress can undermine the achievement of goals” (Michie, 2002).

**Depression:**

Depression is a kind of psychological disorder which includes negative mood, loss of energy and interest, feeling of guilt, difficulty in concentration, reduction of appetite and thought of death and suicide. These symptoms lead to social, interpersonal and job dysfunction (Akiscal, 2005).

**Dysfunctional Attitude:**

Dysfunctional attitude is defined as “a set of beliefs which demonstrate rigid and perfectionistic criteria on the evaluation of personal performance and self-value” (Kuiper et al., 1988).

**Self-esteem:**

Self-esteem is “the positive or negative evaluations of the self, as in how we feel about it” (Smith & Mackie, 2007).

**General Health:**

General health is “a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity” (Taylor & Marandi, 2008).

**Rational Emotion Behavior Therapy:**

“The essential premise of Rational emotive behavior therapy (REBT) proposed by Albert Ellis is that people cause themselves distress and dysfunction by their habitual irrational beliefs, and these maladaptive beliefs and thinking patterns can be changed
using appropriate REBT intervention, with resultant improvement in emotional states and functioning. Therapy involves training unemployed in rational self-analysis to help them become aware of their irrational beliefs and thought patterns and training them how to see their reactions in more constructive or rational terms. Then they have daily relearning exercises during which they practice their new thinking patterns termed rational emotive imagery several times a day” (Rosner, 2011).

**(B). Operational definitions**

*Unemployed:*

In the present study unemployed means any individual with required qualification, physically fit and in search of job or who have lost their job for the last six months, but unable to get a job or employment.

*Stress:*

In the present study the term “stress” refers to symptoms of stress measured by the Stressful Life Events Questionnaire developed by Satish (1997).

*Depression:*

In the present study the term “Depression” refers to symptoms of depression measured by the Beck Depression Inventory developed by Beck, Ward, Mendelson, Mock and Erbaugh, (1961).

*Dysfunctional Attitude:*

In the present study the term “Dysfunctional Attitude ” refers to symptoms of Dysfunctional Attitude measured by the Dysfunctional Attitude Scale (DAS; Form A) developed by Weissman and Beck (1978).

*Self-esteem:*

In the present study the term “Self-esteem” means Self-esteem as assessed using Self-esteem Scale developed by Rosenberg (1965).

*General Health:*

In the present study the term “General Health” means general health as assessed using the General Health Questionnaire-28 developed by Goldberg (1972).