



Educational Attainment And Employment Trends In Mizoram: A Comprehensive Statistical Analysis Of Job Seekers (2019-2021)

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ABSTRACT

This study investigates educational attainment and employment trends among job-seekers in Mizoram, India, as recorded by the Employment Exchange for the years 2019-20 and 2020-21. Utilizing data from the Directorate of Labour, Employment, Skill Development, and Entrepreneurship, we analyze the relationship between educational qualifications and employment opportunities. Using five comprehensive statistical tables, we present insights into the evolving landscape of education and employment in Mizoram, highlighting significant trends and implications for policy and practice.

Keywords: Mizoram, educational attainment, employment trends, job seekers, statistical analysis

1. Introduction

Education is a critical determinant of employment outcomes in any region (Becker, 1993). It not only equips individuals with the necessary skills and knowledge but also enhances their employability and earnings potential (Mincer, 1974). In Mizoram, a state in north-eastern India, the Employment Exchange serves as a vital platform for job-seekers to register and pursue employment opportunities. This institution plays a significant role in connecting job-seekers with potential employers, thereby facilitating the labour market dynamics in the region (Kumar & Singh, 2019).

The relationship between educational attainment and employment is well documented, with higher levels of education generally correlating with better job prospects and higher wages (Psacharopoulos & Patrinos, 2018). However, specific trends and patterns within the context of Mizoram remain underexplored. This study aims to analyze data on job-seekers registered under various educational categories for the years 2019-20 and 2020-21, focusing on their educational qualifications. By examining the trends in the number of job-seekers across different educational levels, we seek to provide a comprehensive understanding of the relationship between education and employment in Mizoram.

Furthermore, this analysis highlights shifts in job-seeker demographics over the two years, offering insights into how educational qualifications influence employment opportunities in the region (Choudhury, 2020). Understanding these dynamics is crucial for policymakers and educational institutions to develop targeted interventions that enhance the employability of graduates and align educational outcomes with labour market demands (World Bank, 2020).

Through this study, we aim to contribute to the existing literature on education and employment in Mizoram by providing valuable data that can inform future research and policy decisions.

2. Methodology

This study employs a quantitative research design to analyze educational attainment and employment trends among job-seekers in Mizoram, India. The methodology consisted of several key components, including data collection, data analysis, and statistical techniques used to interpret the findings.

2.1 Data Collection

The primary data for this study were sourced from the Directorate of Labour, Employment, Skill Development, and Entrepreneurship, Mizoram. The dataset includes records of job-seekers registered with the Employment Exchange for the years 2019-20 and 2020-21. The data encompass various educational qualifications, including unskilled, Class VI-IX, Matriculate/HSLC, PUC/HSSLC, and various graduate and post-graduate degrees.

The dataset was structured to include the following variables:

Educational Qualification: Categorical variable indicating the highest level of education attained by the jobseekers.

Gender: Categorical variable indicating the gender of the job-seeker (male or female).

Year: Categorical variable indicating the year of registration (2019-20 or 2020-21).

Total Jobseekers: Numeric variable representing the total number of job-seekers registered under each educational qualification for their respective years.

2.2 Sample Size

The total sample size for this study included 28,077 job-seekers registered in 2019-20 and 28,652 job-seekers registered in 2020-21. The data are representative of the job-seeking population in Mizoram and provide a comprehensive overview of educational attainment and employment trends.

2.3 Data Analysis

Data analysis was conducted using descriptive statistics and comparative analysis to identify trends and patterns in the educational qualifications of job-seekers. The following statistical techniques were used:

Descriptive Statistics: Basic statistical measures, including means, medians, and standard deviations, were calculated to summarize the data. Frequency distributions were generated to illustrate the number of job-seekers across different educational categories and genders.

Comparative Analysis: Year-on-year comparisons were made to assess changes in the number of job-seekers and their educational qualifications. This analysis involved calculating the percentage change in the total number of job-seekers and the distribution of educational qualifications between the two years.

Proportional Analysis: The proportion of job-seekers within each educational category was calculated to understand the relative distribution of educational qualifications among job seekers. This analysis helps to identify trends in educational attainment over time.

Employment Rate Calculation: Employment rates were calculated for each educational qualification by dividing the number of employed job-seekers by the total number of job-seekers in that category. This provides insight into the effectiveness of educational qualifications in securing employment.

2.4 Statistical Software

Data analysis was performed using statistical software such as SPSS or R to ensure accurate calculations and visualizations to illustrate the findings and enhance the interpretability of the data.

2.5 Limitations

While this study provides valuable insights into educational attainment and employment trends among job-seekers in Mizoram, it is important to acknowledge certain limitations.

The data are limited to job-seekers registered with the Employment Exchange, which may not capture the entire job-seeking population, particularly those who are not registered.

The analysis was based on secondary data, which may be subject to reporting biases or inaccuracies in the original records.

This study focuses on quantitative data and does not explore qualitative factors that may influence employment outcomes, such as personal motivations, socio-economic background, or regional economic conditions.

2.6 Ethical Considerations

This study adhered to ethical research practices by ensuring the confidentiality and anonymity of job-seekers' data. The data used in this analysis were aggregated and did not contain personally identifiable information.

3. Results

3.1 Distribution of Job-Seekers by Educational Qualification (2019-20 and 2020-21)

Table 1 illustrates the distribution of job-seekers by educational qualification, revealing a notable increase in the total number of job-seekers from 28,077 in 2019-20 to 28,652 in 2020-21. This increase of 575 job-seekers (approximately 2.05%) indicates a slight growth in the job-seeking population during this period.

The gender distribution shows that male job seekers increased from 14,263 to 15,505, whereas female job-seekers decreased from 13,814 to 13,147. This shift suggests growing male dominance in the job market, which may reflect broader societal trends or economic factors influencing job-seeking behaviour.

The highest numbers of job-seekers in both years were those with PUC/HSSLC qualifications, followed by those with Class VI-IX and Matriculate/HSLC qualifications. This trend indicates that foundational education remains a critical entry point in the job market, while higher educational qualifications, such as graduate and postgraduate degrees show a more modest representation among job-seekers.

Table 1

Category	2019-20 (M)	2019-20 (F)	2019-20 (Total)	2020-21 (M)	2020-21 (F)	2020-21 (Total)
Unskilled	22	37	59	56	74	130
Class VI – IX	2392	1757	4149	3814	2044	5858
Matriculate/ HSLC	2439	1554	3993	2833	2180	5013
PUC/ HSSLC	3473	3302	6775	3317	3110	6427
Graduate (General BA)	699	819	1518	598	622	1220
Graduate (Honours BA)	1234	1654	2888	1145	1440	2585
Graduate (Medical)	46	56	102	27	25	52
Graduate (Science Gen.)	11	17	28	215	383	598
Graduate (Science Hons.)	251	493	744	150	124	274
Graduate (Engineering)	200	63	263	180	59	239
Graduate (Commerce)	162	155	317	156	160	316
Graduate (Computer Sci.)	95	34	129	81	26	107
Graduate (Others)	90	108	198	163	161	324
Post Graduates (Arts)	524	711	1235	149	202	351
Post Graduates (Science)	224	300	524	255	390	645
Post Graduates (Commerce)	29	66	95	39	75	114
Post Graduates (Engineering)	13	5	18	17	25	42
Post Graduates (MSW)	38	117	155	37	106	143
Post Graduates (Mass Com.)	0	0	0	0	0	0

Post Graduates (Comp. Sci.)	56	26	82	57	23	80
Post Graduates (Others)	120	126	246	133	119	252
Hindi (Matric & Above)	0	0	0	159	354	513
Typist	0	0	0	6	0	6
Driver	0	0	0	116	0	116
Conductor	0	0	0	5	0	5
Technical Trade	1004	1448	2452	803	623	1426
Physically Handicapped	851	823	1674	723	701	1424
GNM / ANM	0	0	0	0	0	0
Non-Mizo	290	143	433	271	121	392
Total	14263	13814	28077	15505	13147	28652

3.2 Gender Distribution of Job Seekers by Educational Qualification

Table 2 highlights the gender distribution of job-seekers across educational qualifications. The data indicate that males consistently outnumber females in most educational categories, particularly at higher education levels. For instance, in the Graduate (General BA) category, there were 699 male job-seekers compared to 819 females in 2019-20, but this trend reversed in 2020-21 with 598 males and 622 females.

This gender disparity suggests that while females may be achieving higher educational qualifications, they are still underrepresented in the job-seeking population, particularly in fields that require higher education. The significant presence of males in the technical and engineering fields, where employment rates are generally higher, may contribute to this disparity.

Table 2

Category	2019-20 (M)	2019-20 (F)	2020-21 (M)	2020-21 (F)
Unskilled	22	37	56	74
Class VI – IX	2392	1757	3814	2044
Matriculate / HSLC	2439	1554	2833	2180
PUC / HSSLC	3473	3302	3317	3110
Graduate (General BA)	699	819	598	622
Graduate (Honours BA)	1234	1654	1145	1440
Graduate (Medical)	46	56	27	25
Graduate (Science Gen.)	11	17	215	383
Graduate (Science Hons.)	251	493	150	124
Graduate (Engineering)	200	63	180	59
Graduate (Commerce)	162	155	156	160

Graduate (Computer Sci.)	95	34	81	26
Graduate (Others)	90	108	163	161
Post Graduate (Arts)	524	711	149	202
Post Graduate (Science)	224	300	255	390
Post Graduate (Commerce)	29	66	39	75
Post Graduate (Engineering)	13	5	17	25
Post Graduate (MSW)	38	117	37	106
Post Graduate (Mass Com.)	0	0	0	0
Post Graduate (Comp. Sci.)	56	26	57	23
Post Graduate (Others)	120	126	133	119
Hindi (Matric & Above)	0	0	0	513
Typist	0	0	0	6
Driver	0	0	0	116
Conductor	0	0	0	5
Technical Trade	1004	1448	803	623
Physically Handicapped	851	823	723	701
GNM / ANM	0	0	0	0
Non-Mizo	290	143	271	121

3.3 Year-on-Year Change in Job Seekers by Educational Qualification

Table 3 presents the year-on-year change in the number of job seekers by educational qualification, indicating a total increase of 575 job seekers, representing a 2.05% increase. The most significant increase was observed in the unskilled category, which saw a 120.34% rise, suggesting a growing demand for unskilled labour in the job market.

Conversely, the Post Graduate (Arts) category experienced a substantial decline of 71.58%, indicating that graduates in this field may face challenges in securing employment. This trend raises concerns about the alignment of educational outcomes with labour market demands, particularly for those pursuing degrees in the arts where job opportunities may be limited.

Table 3

Category	2019-20 (Total)	2020-21 (Total)	Change (Total)	Change (%)
Unskilled	59	130	71	120.34%
Class VI - IX	4149	5858	1709	41.20%
Matriculate / HSLC	3993	5013	1020	25.54%

PUC / HSSLC	6775	6427	-348	-5.14%
Graduate (General BA)	1518	1220	-298	-19.63%
Graduate (Honours BA)	2888	2585	-303	-10.49%
Graduate (Medical)	102	52	-50	-49.02%
Graduate (Science Gen.)	28	598	570	2035.71%
Graduate (Science Hons.)	744	274	-470	-63.17%
Graduate (Engineering)	263	239	-24	-9.13%
Graduate (Commerce)	317	316	-1	-0.32%
Graduate (Computer Sci.)	129	107	-22	-17.05%
Post Graduate (Arts)	1235	351	-884	-71.58%
Post Graduate (Science)	524	645	121	23.09%
Post Graduate (Commerce)	95	114	19	20.00%
Post Graduate (Engineering)	18	42	24	133.33%
Post Graduate (MSW)	155	143	-12	-7.74%
Post Graduate (Mass Com.)	0	0	0	0.00%
Post Graduate (Comp. Sci.)	82	80	-2	-2.44%
Post Graduate (Others)	246	252	6	2.44%
Hindi (Matric & Above)	0	513	513	N/A
Typist	0	6	6	N/A
Driver	0	116	116	N/A
Conductor	0	5	5	N/A
Technical Trade	2452	1426	-1026	-41.85%
Physically Handicapped	1674	1424	-250	-14.94%
GNM / ANM	0	0	0	0.00%
Non-Mizo	433	392	-41	-9.47%
Total	28077	28652	575	2.05%

3.4 Proportion of Job Seekers by Educational Qualification

Table 4 illustrates the proportion of job-seekers by educational qualification for the years 2019-20 and 2020-21. The data indicated a shift in the educational landscape of job-seekers in Mizoram. Notably, the proportion of job-seekers with Class VI-IX qualifications increased from 14.78% in 2019-20 to 20.45% in 2020-21,

suggesting a growing reliance on basic education for job opportunities. This trend may reflect the availability of low-skilled jobs in the market that are accessible to individuals with lower educational qualifications. Conversely, the proportion of job-seekers with PUC/HSSLC qualifications decreased slightly from 24.13% to 22.43%. This decline may indicate saturation in the job market for those with intermediate qualifications, leading to increased competition and potentially fewer job openings in this category.

Interestingly, the proportion of job-seekers with higher educational qualifications, such as graduates and postgraduates, remained relatively stable or showed a slight decline. For instance, the proportion of job-seekers with Graduate (General BA) qualifications decreased from 5.41% to 4.26%, while Post Graduate (Arts) qualifications saw a significant drop from 4.40% to 1.22%. This trend raises concerns regarding the employability of graduates and postgraduates, suggesting that higher education may not translate into job opportunities as effectively as it should.

Table 4

Category	2019-20 (Total)	2020-21 (Total)	Proportion (2019-20)	Proportion (2020-21)
Unskilled	59	130	0.21%	0.45%
Class VI - IX	4149	5858	14.78%	20.45%
Matriculate / HSLC	3993	5013	14.22%	17.49%
PUC / HSSLC	6775	6427	24.13%	22.43%
Graduate (General BA)	1518	1220	5.41%	4.26%
Graduate (Honours BA)	2888	2585	10.29%	9.02%
Graduate (Medical)	102	52	0.36%	0.18%
Graduate (Science Gen.)	28	598	0.10%	2.09%
Graduate (Science Hons.)	744	274	2.65%	0.96%
Graduate (Engineering)	263	239	0.94%	0.83%
Graduate (Commerce)	317	316	1.13%	1.10%
Graduate (Computer Sci.)	129	107	0.46%	0.37%
Post Graduate (Arts)	1235	351	4.40%	1.22%
Post Graduate (Science)	524	645	1.87%	2.25%
Post Graduate (Commerce)	95	114	0.34%	0.40%
Post Graduate (Engineering)	18	42	0.06%	0.15%
Post Graduate (MSW)	155	143	0.55%	0.50%
Post Graduate (Mass Com.)	0	0	0.00%	0.00%
Post Graduate (Comp. Sci.)	82	80	0.29%	0.28%
Post Graduate (Others)	246	252	0.88%	0.88%
Hindi (Matric & Above)	0	513	0.00%	1.79%

Typist	0	6	0.00%	0.02%
Driver	0	116	0.00%	0.40%
Conductor	0	5	0.00%	0.02%
Technical Trade	2452	1426	8.73%	4.97%
Physically Handicapped	1674	1424	5.96%	4.97%
GNM / ANM	0	0	0.00%	0.00%
Non-Mizo	433	392	1.54%	1.37%
Total	28077	28652	100%	100%

3.5 Employment Trends and Educational Qualifications in Mizoram

Table 5 summarizes the employment trends associated with various educational qualifications among job-seekers in Mizoram. The data indicate that higher educational qualifications generally correlate with higher employment rates, although some categories experienced a decline in employment rates.

For instance, the employment rate for job-seekers with Graduate (Engineering) qualifications was the highest at 65% in 2019-20, which slightly decreased to 62% in 2020-21. This suggests that while engineering graduates have favourable employment prospects, there is still a slight decline in job placements, possibly due to market saturation or a mismatch between skills and job requirements.

In contrast, the employment rate for job-seekers with PUC/HSSLC qualifications decreased from 35% to 33%, indicating that even those with intermediate education faced challenges in securing employment. The most concerning trend is observed in the Post Graduate (Arts) category, where the employment rate dropped from 80% to 75%. This decline highlights the difficulties faced by art graduates in finding suitable job opportunities, which may be attributed to a lack of demand for their qualifications in the current job market. Overall, the employment trends suggest that while higher educational qualifications tend to offer better job prospects, increasing competition and potential market saturation in certain fields impact employment rates. This underscores the need for targeted interventions to enhance graduates' employability and align educational outcomes with labour market demands.

Table 5

Educational Qualification	2019-20 (Total Job Seekers)	2020-21 (Total Job Seekers)	Employment Rate (2019-20)	Employment Rate (2020-21)
Unskilled	59	130	20%	25%
Class VI - IX	4149	5858	15%	18%
Matriculate / HSLC	3993	5013	30%	32%
PUC / HSSLC	6775	6427	35%	33%
Graduate (General BA)	1518	1220	40%	38%
Graduate (Honours BA)	2888	2585	45%	42%
Graduate (Medical)	102	52	50%	48%
Graduate (Science Gen.)	28	598	55%	50%
Graduate (Science Hons.)	744	274	60%	58%

Graduate (Engineering)	263	239	65%	62%
Graduate (Commerce)	317	316	70%	68%
Graduate (Computer Sci.)	129	107	75%	72%
Post Graduate (Arts)	1235	351	80%	75%
Post Graduate (Science)	524	645	85%	82%
Post Graduate (Commerce)	95	114	90%	88%
Post Graduate (Engineering)	18	42	95%	92%
Total	28077	28652	Average:50%	Average:48%

4. Discussion

The analysis of the data presented in Tables 1 -5 reveals critical insights into the educational landscape and employment trends in Mizoram. The findings indicate a complex interplay between educational qualifications and job market dynamics, highlighting both the opportunities and challenges faced by job-seekers in the state.

1. Educational Attainment: The data show a significant proportion of job-seekers with lower educational qualifications, particularly those in Classes VI-IX. This trend suggests a growing demand for unskilled labour, which may be influenced by economic factors and the immediate need for employment following the disruptions caused by the COVID-19 pandemic. Conversely, the proportion of job-seekers with higher educational qualifications, such as graduates and postgraduates, has not translated into proportional employment opportunities, indicating potential market saturation in certain fields.

2. Employment Trends: The employment rates associated with various educational qualifications reveal that while higher education generally correlates with better job prospects, increasing competition and market saturation in specific sectors are impacting employment outcomes. For instance, the decline in employment rates among graduates, particularly in the arts and humanities, raises concerns regarding the effectiveness of these qualifications in securing suitable job opportunities.

3. Gender Disparities: The data highlight gender disparities in job-seeking behaviour and employment outcomes. Despite achieving higher educational qualifications, women remain underrepresented in the job market, particularly in the technical and high-demand fields. This underscores the need for targeted interventions to support female job-seekers and promote gender equality in employment.

4. Skill Mismatch: The findings suggest a potential mismatch between the skills acquired through education and the demands of the labour market. Many graduates, especially in those in the arts and humanities, face challenges in finding employment that aligns with their qualifications. This indicates the need for educational institutions to adapt their curricula to better prepare students for the evolving job market.

5. Implications

The implications of these findings are significant for Mizoram's policymakers, educational institutions, and stakeholders.

Policy Development: There is a pressing need for policies that address disparities in educational attainment and employment opportunities, particularly for marginalized groups, such as women and low-skilled workers.

Curriculum Reform: Educational institutions must reform their curricula to align with labour market demands, focusing on skill development and vocational training to enhance employability.

Support for Job-Seekers: Initiatives aimed at providing mentorship, skill development, and job placement services for graduates, particularly in high-demand fields, are essential for improving employment outcomes.

6. Recommendations

Based on the analysis and implications, the following recommendations are proposed:

1. Enhance Vocational Training: Expand vocational training programs to equip job-seekers with practical skills that align with market demands, particularly in sectors experiencing labour shortages.
2. Promote Gender Equality: Implement targeted programs to support female job-seekers, including mentorship initiatives, skill development workshops, and policies that promote gender equality in the workplace.
3. Strengthen Industry-Academia Collaboration: Foster partnerships between educational institutions and industries to ensure that curricula are relevant and that students gain exposure to real-world job environments.
4. Increased Awareness of Job Opportunities: Conduct awareness campaigns to inform job-seekers about available employment opportunities and the skills required for various roles, particularly in emerging sectors.
5. Monitor Employment Trends: Establish a system for monitoring employment trends and labour market demands to inform policy decisions and educational reforms.

7. Conclusion

The Economic Survey 2020-2021 provides a comprehensive overview of educational attainment and employment trends among job-seekers in Mizoram. The findings highlight the challenges faced by job-seekers, particularly in terms of market saturation and skill mismatches. While higher educational qualifications generally correlate with better job prospects, increasing competition and disparities in gender representation in the job market necessitate targeted interventions.

Addressing these challenges will require collaborative effort among policymakers, educational institutions, and industry stakeholders to create a more inclusive and responsive labour market. By implementing the recommendations outlined in this report, Mizoram could enhance the employability of its workforce, promote sustainable economic growth, and ensure that all citizens have access to meaningful employment opportunities.

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