Unraveling the Choice Not to Work

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Abstract. With the arrival of Covid 19, more and more people began to alter their ways of working. While traditional working practices are gradually disappearing, many firms turned to working from home during the quarantine, which also led to the development of new patterns of electronic device use. Due to the significant reduction in the labor force for many positions that need on-site work caused by people being unable to leave their living space, the business is ultimately forced to lay off employees. People consequently made the decision to stop working. People lose interest in looking for work over time, and this pessimistic outlook is sure to have an effect on both the body and the mind. And this is not just the sole responsibility of one person, since others, like the family and the government, have to bear the costs of this decision. Therefore, it is in no way a value that should be shared. The functioning of society and the economy is necessary for an improvement in the happiness index of the populace.

Keywords: Workforce declining; Recession; Self-appeal; Building confidence.

1. Introduction

1.1. Background

Why would someone decide not to work? Younger generations often experience greater financial difficulties, such as rising housing costs, student loan debt, and a competitive job market. They are unable to quit a job they are dissatisfied with because of this alone. However, since the outbreak of COVID-19, businesses big and small have laid off employees, which has reduced people's motivation to work or made it harder for them to find jobs. The nature of work is shifting as the gig economy, remote working, and short-term contracts gain traction and take hold. Younger generations may put more significance on their own well-being than working long hours or in stressful circumstances as they come to realize the value of mental health and work-life balance. These factors make it more difficult for them to find stable employment or pursue the careers they want. Those who are jobless are forced to rely on the government and family members for their daily needs, which may be seen as a burden by them. To address these difficulties, it is frequently necessary to combine social, economic, and regulatory measures in order to foster an atmosphere where work is available, fulfilling, and in line with personal preferences and needs. Important first steps toward reaching this goal include promoting open dialogue between generations in the workplace and modifying the workplace to accommodate shifting needs and preferences.

1.2. Related research

Viney et al. look at the difficulties the coronavirus is posing for the tech sector in New York City. More than 330,000 individuals were employed in the IT sector in New York City prior to the pandemic, making it one of the most significant sectors of the city's economy. The pandemic has put many enterprises in danger of going out of business or drastically reducing their workforces, but technology companies, on the other hand, are thriving and adding jobs at a time when consumers and businesses are wanting more digital services. However, a fraction of the city's digital companies were experiencing steep revenue declines at this time, which forced many to postpone product introductions and cancel investment rounds. As a result, many businesses are furloughing or terminating workers. Additionally, tech startups may run out of money and have to cease operations [1]. Strain investigates how Covid-19 affects small enterprises. The epidemic's onset halted the majority of economic activity, decreased consumer demand for products and services, and curtailed

corporate operations, which significantly worsened the job market. For a very long time, fiscal policy will still need to be supported for the economy to progress or even recover. The government ought to keep helping small businesses. Small firms reconfigure how they create goods and services to meet shifting preferences, logistics, and supply chains. Avoiding decreasing industries, allowing industries to expand, and moving personnel between industries are all good ideas [2]. According to Autor and Salomon, it is commonly acknowledged that current advancements in robotics and artificial intelligence are altering the comparative advantage of people versus machines. Because of these developments, labor shifts in the output of many scholars and researchers may take (at least) two different forms: employment shifts, which suggest the elimination of overall employment, or labor share substitution, which imply the diminution of labor's part of value generated in the economy. The results imply that technology advancement generally fosters employment. However, the opposite is true for the labor value-added share [3].

Horgan talks about the true benefits that labor has for us. High expectations are placed on us at work, including the need to control emotions while working and the exploitation of the physical, mental, and emotional abilities for financial gain. When we have little to no voice, this occurs. Although work can be risky, exploitative, and even dull, under capitalism these positive aspects of toil are not equally distributed. because we have no control over them and are compelled to perform these tasks [4]. Horgan then considers the significance of employment to society. Work hurts us emotionally and leaves us with little free time to engage in hobbies or other activities. It is one of the key institutions on which capitalism rests because it is the mechanism via which capitalist exploitation occurs. Along with requiring structural inequalities in access to resources, it also takes advantage of and reproduces oppressive norms and power disparities, as well as relies on and supports a number of other structural inequalities [5]. Vancea et al. examine how life satisfaction differs among unemployed and precariously employed young people in welfare states with different labor market policies and levels of social protection. The analysis comes from five European countries: Denmark, the United Kingdom, Germany, Spain, and the Czech Republic. The findings suggest that the psychological burden of youth unemployment or future uncertainty cannot be ignored, and policymakers and practitioners should also consider it according to different types of situations [6].

Pervaiz et al. studied how to evaluate the effects of unemployment on young people in society. Social unrest and psychological misery are two key contributors to unemployment, according to the literature they researched. Social unrest, mortality, heart disease, mental illness, alcohol misuse, and usage of mental health services were all negatively impacted by unemployment more so than any other factor [7]. Wright and other researchers examined China's economy's long-term trend. These include rising property price, risky banking liability arrangements within the bank system, increases in credit compared to the size of the economy, or an increase in local government debt. All of these elements pose a long-term risk to both economic and social stability. People who are unemployed so become a liability. since the only sources of their daily needs are government and family supplies [8]. Paul et al. studied the federal job guarantee with the goal of eliminating poverty through the abolition of unemployment. Despite being one of the richest and most successful nations in the world, the United States consistently has a high poverty rate. They suggested providing all Americans with a long-term federal job guarantee. All Americans above the age of eighteen would have access to full-time employment under the proposal, at least at a non-poverty salary plus benefits. An initiative like this would end forced unemployment and offer a clear route to full employment [9]. Luthans and Youssef-Morgan studied Psychological capital, referred to as PsyCap. The first-order heroes of Hope, Efficacy, Resilience, and Optimism are the first-order positive psychological resources that make up the PsyCap. a constructive psychological drive will result in inventiveness and constructive behavior. Additionally, those who choose not to work—as opposed to those who are forced to—have diminished favorable psychological dynamics [10].

1.3. Objective

Why would someone decide not to work working? Is it forced or is it an autonomous choice? It appears that having fewer jobs does have more "freedom". People don't have to comply with their boss's outrageous expectations and directives, and they will have more time to do whatever they actually want to do. What then is the purpose of employment in the first place? Should we promote these ethical principles? Does not working put a strain on society or other people?

2. Reasons and effects

2.1. Reasoning

Being unemployed and not working are two different things. Unemployment is forced, and not working means giving up the opportunity to find a job. Non-workers tend to be more passive and less inventive. This is a result of psychological capital's decline in value. Both positive and negative psychological capital will result in inventiveness and positive behavior. People who don't want to work don't necessarily want to work; rather, their positive psychological capacity motivation has run dry.

2.1.1 Economic downturn, labor supply, and demand issues

Today's social competition is becoming more and more fierce, followed by the rising cost of living, which makes it unbearable for many young people and faces heavy pressure. Particularly in the job market, there is a high demand for jobs, but an inadequate supply, which makes many young people struggle with unemployment and job searching. However, from a commercial point of view, behind the layoffs are high operating expenses and declining profitability. During a recession or economic hardship, such as the pandemic being a good example, they may need to reduce their workforce to cut costs and stay afloat. In 2022, 15.4 million people in the United States will lose their jobs due to layoffs.

2.1.2 Expectation variation

The advancement of new technologies and automation and the endless emergence of new industries have brought great uncertainty to young people's career planning and development. Many young people gradually lose their trust in the future as they begin to worry about whether their choice is optimal or the best one, or whether they will be at a disadvantage in future competition. These concerns are not unfounded, however, because companies will also get rid of certain tasks that are redundantly performed twice by different jobs or departments when automating or streamlining processes to increase efficiency and cut costs. When machines replace people, people believe they can be liberated from working like a "slave" and have access to social services and benefits.

2.1.3 Values spread through social media

At present, people live in an era of information explosion, and social media has become the main channel for them to obtain information and communicate with others. However, the illusory and impetuous nature of social media also makes many people lack patience and the ability to think deeply. They rely so much on feedback and recognition from social media that they lack enthusiasm and motivation for real life. The values and life attitudes of young people are also constantly evolving with the development of society. Some young people will hold the concept that "life is short and you should enjoy it" and are no longer willing to work too hard to pursue career success or material life. People begin to focus on their inner emotions and emotional experiences rather than long-term planning and development.

2.1.4 Self-psychological appeal and self-avoidance

Arguments are people can have more time to do things that they didn’t have time to do them when they have a job. According to studies, persons who don't work devote less time to housework and religion than those who do. They all use their free time sleeping, grooming themselves,

socializing, interacting with others, or unwinding. They are also more likely to be drawn to gambling and drug usage, which adds to the burden on society. When they lose their self-sufficient source of income, they are forced to rely only on the government and their family to meet their daily needs. This puts pressure on others and becomes a liability for them because they are unable to leave you alone.

2.2. Effects

2.2.1 Family situation worsens

Impacts on the individual and family level include increasing stress for those who are already struggling with money, being unable to pay bills, and accruing debt; if a parent is unemployed, their children may find it difficult to access resources and education. Problems; Being unemployed increases depression, stress, and anxiety as well as one's sense of value. These emotional difficulties have an impact on the individual and may cause conflict in the family. Due to stress and a lack of medical attention, prolonged unemployment can cause both physical and mental health to deteriorate.

2.2.2 Government bailout burden

When the "unemployed population" increases, the government and policies will be obliged to adjust accordingly. The government must set aside money for unemployment benefits so that people can survive while looking for jobs. Policy interventions to increase economic activity in response to high unemployment include job training programs, infrastructural improvements, and stimulus packages. Consistent unemployment may cause citizens to become dissatisfied with the government's performance, which may impact elections and policy priorities and force the government to address this issue.

2.2.3 Social stability issues

The non-working community has a significant impact as well. Consumer spending both increases and decreases have an impact on businesses and services, resulting in decreased revenue and potential closures. increased demand for social services like food assistance, housing help, and mental health care may put more strain on those services. The psychological effects of high unemployment could result in greater crime and social unrest as people get frustrated with their status. Crime and social unrest are also likely to occur more frequently.

3. Suggestions and Notices

3.1. Stimulating the economy

The housing market and consumer spending may be directly impacted by efforts to stimulate the economy, such as half-stamp duty and allowing home purchases without loan repayments, particularly for those who are not working.

When buying a property, buyers must pay a tax called stamp duty. By halving the stamp duty, the tax burden on homebuyers will be reduced, lowering the cost of property ownership. This promotes home ownership and increases activity in the real estate market. In the short term, higher home prices could result from increased housing demand, which would be advantageous to current homeowners but more difficult for first-time purchasers. Getting two things done at once was advantageous for construction, home renovation, and real estate businesses.

Contrarily, buying a home without taking out a loan refers to government assistance or initiatives that offer loans or other financial incentives to homebuyers. Homeownership rates can rise if it is made simpler for people to own a property without having to bear the direct financial burden of a loan. More residential buildings may result from rising housing demand, which would increase employment opportunities in the construction sector. Having a home can raise consumer spending on items like furniture, appliances, and home renovations that are used in the home.

Although these actions may boost economic activity, it's crucial to take into account any potential risks and long-term effects. If not handled appropriately, lowering stamp duty or offering housing subsidies may put pressure on government budgets. Therefore, the expenses of such a shift must be carefully evaluated. Real estate bubbles and uncontrollable price growth can result from an enormous surge of demand without a corresponding rise in supply. Long-term, this could result in the housing market collapsing. Offering loans that do not need to be repaid could cause market distortion and excessive leverage if it is not adequately regulated. It is crucial to take into account how this impacts interest rates and the entire financial system.

To successfully stimulate the economy, a comprehensive approach, involving the blending of housing-related incentives with a larger strategy of direct financial aid, small business support, and infrastructure investment, is necessary and required. It is possible to create an economic stimulus plan that is more sustainable and balanced. Fulfilling both short-term and long-term economic needs while providing benefits to a wider range of people and industries. Furthermore, to avoid unintended repercussions and guarantee the stability of financial markets and the housing sector, strong monitoring and regulation are essential.

3.2. Psychological counseling

When dealing with the negative effects associated with this area, people may find psychological counseling helpful for a number of reasons. Although not everyone who is unemployed will need counseling, some may experience severe emotional and psychological problems that affect their mental health and well-being.

Losing a job or facing long-term unemployment can be upsetting emotionally. The individual may experience depression, anxiety, guilt, or worthlessness. Many people gain their sense of identity and self-worth from work, and not having that opportunity can lead to a loss of identity and self-esteem. From the perspective of these people, they may stop participating in social activities and relationships owing to emotions of embarrassment or the practical difficulties of being jobless, which can result in isolation.

Financial difficulties that result from people without a job frequently cause stress and despair. The job search process can be stressful because there is a chance of rejection and a lot of waiting around. Due to financial burdens and emotional adjustments, it can strain families and relationships. Counseling can give you a safe place to vent these feelings, discover coping mechanisms for them, regain your confidence, and look into alternative sources of self-worth.

The time when people don't have to work may give them a chance to explore or change their career path, assess their abilities, interests, and objectives, and make plans.

However, it's crucial to understand that seeking counseling is not a sign of weakness but rather a proactive move toward addressing the emotional and psychological issues that may present themselves during this trying period. Counselors and therapists can offer invaluable support, direction, and coping mechanisms to assist people in navigating the challenges and working to enhance their mental health and well-being.

3.3. Value communication

Not all people who deliberately avoid regular employment do so voluntarily; there may be valid reasons for this choice, such as health concerns, parental duties, or personal situations. But to encourage individual accountability, self-reliance, and general well-being, certain values and concepts must be imparted.

Recognize the significance of taking charge of your own life and finances, as well as the fact that decisions one makes today can affect their future. To achieve financial stability and security, emphasis is placed on the significance of financial planning and budgeting. Educate people on the need for prudent money management, saving, and investing. Encourage someone with entrepreneurial aspirations to investigate and develop a business concept, a product, or a service. Encourage innovation and inventiveness.

Encourage independence, the capacity to sustain oneself, pride in one's self-reliance, as well as the growth of one's self-worth and sense of accomplishment. Even if they don't look for traditional jobs, people are urged to learn new skills, further their education, or engage in personal development activities. Helping people understand that participating in community and volunteer activities can give them a feeling of purpose and success, social relationships, and the opportunity to make a difference in the world.

Promote the idea that finding fulfillment outside of one's job is possible. Develop a balanced way of life that includes time spent with friends, family, hobbies, and personal interests. Put both physical and mental well-being first. the significance of keeping a healthy lifestyle, which includes exercise, proper nutrition, and stress reduction. Ask for help when needed from family, friends, and local services. The act of asking for assistance is not a sign of weakness. Instill resiliency and the capacity to bounce back from failure. Everyone has difficulties in life, therefore it's critical to convey the idea that hardship can provide an opportunity for development.

4. Conclusion

This writing will cover the motivations behind persons who choose not to work, along with any ramifications for their position. Due to the economic slump and problems with labor supply and demand, job prospects are also shrinking. People now perceive that they are not indispensable, and their expectations for gains at work have declined. People started to adjust how they presented themselves and adopted a self-evasion mentality as a result of this, along with the generally negative values of many social media communicators. However, quitting a job is not simple because there are always negative repercussions for someone. Among these are deteriorating family situations, an increase in the need for government support, and issues with societal stability. In order to balance the economy, the government must implement some policies, such as reducing the stamp tax and waiving the loan needed when approving homes, which are ironically the exact opposite of each other. It is clear that this negative societal phenomenon is not far off. As a result, psychological counseling and the promotion of moral values are essential, especially for children and young adults who will eventually serve as the main workforce in the future decades.

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