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**Introduction:**

India is a developing country, the nature of unemployment, therefore sharply differs from the one that prevails in industrially advanced countries. Unemployment problem is one of the mighty problems of our country. But more serious than cyclical unemployment or frictional unemployment in a developing economy like India is the prevalence of chronic unemployment and poverty in the rural sector and the existence of urban employment in educated classes. Government of India has made effort for solving the problem of unemployment with the help of various schemes by five years plans, but yet we can’t completely reduce this problem. Due to lack of employment opportunities, number of people increased below the poverty line. It is necessary to give attention on the problem of unemployment.

The problem of unemployment has always attracted the attention of Indian Government in the context of development planning. India undoubtedly is grappling with the problem of unemployment. The increasing diversification of Indian Economy together with acceleration in economic growth has resulted in structural changes in the nature of the job market. The Government of India therefore, rightly focused its attention towards the problem of unemployment and introduced various policies and programmes to eradicate the problem of unemployment by adopting and implementing various decisions.
Concept of Employment:

Concept of unemployment is very complex and has been defined in different economists from time to time. Unemployment means a state of affairs when in a country there are a large number of able persons of working age who are willing to work but cannot find work at the current wage levels.

Unemployment is defined as by the Bureau of Labor Statistics (BLS) as people who do not have a job, have actively looked for work in the past four weeks, and are currently available for work. Also, people who were temporarily laid off and are waiting to be called back to that job are counted as unemployed. People who are jobless and have not looked for work within the past four weeks are removed from the labor force by the BLS and are no longer counted as unemployed. Most people leave the labor force when they retire, go to school, have a disability that keeps them from working, or have family responsibilities. Others may feel they can't get work, and so stop looking. The BLS calls them discouraged workers. The BLS removes them from both the unemployment statistics and the labor force. However, they are separately reported in the Employment Report.¹

Employment / Unemployment – Concepts:

Unemployment is an important statistic used by the government to gauge the health of the economy. If unemployment gets too high, the government will try to stimulate the economy and create jobs with expansionary monetary or fiscal policy. It will also create additional benefits to aid the unemployed until they can find jobs. The BLS measures unemployment through monthly
household surveys, called the Current Population Survey (CPS). It has been conducted every month since 1940, as part of the government's response to the Great Depression. It has been modified several times since then, and experienced a major redesign in 1994. This included a revamping of the questionnaire, the use of computer-assisted interviewing, and revisions to some of the labor force concepts.²

Nationally, unemployment is caused when the economy slows down, and businesses are forced to cut costs by reducing payroll expenses. Unemployment can also be caused by competition in specific industries or companies. Advanced technology, such as computers or robots, cause unemployment by replacing worker tasks with machines. The consequences of unemployment for the economy are less consumer spending, as workers have less money to spend until they find another job. If high national unemployment continues, it can deepen a recession or even cause a depression. That's because less consumer spending from unemployed workers reduces business revenue, which forces them to cut more payroll to reduce their costs.

The employed population is made up of persons above a specified age who furnish the supply of labour for the production of goods and services. When measured for a short reference period, it refers to all persons who worked for pay, profit or family gain during that period. It also includes all persons who had a job or enterprise but were absent from that job or enterprise during that period on a temporary basis: persons who during the reference
period were sick, on vacation, maternity leave, strike or were temporarily laid off.

The unemployed population is made up of persons above a specified age who are available to, but did not; furnish the supply of labour for the production of goods and services. When measured for a short reference period, it relates to all persons not in employment who would have accepted a suitable job or started an enterprise during the reference period if the opportunity arose, and who had actively looked for ways to obtain a job or start an enterprise in the near past. The sum of the employed and the unemployed population measured for a short reference period is equivalent to the labour force, also known as the current economically active population.

Another measure of economically active population relates to the usually active population, which is measured with reference to a long reference period such as a year. It comprises all persons above a specified age whose main activity status as determined in terms of number of weeks or days during a long specified period (such as the preceding 12 months or the preceding calendar year) was employed or unemployed.3 All these definitions make reference to persons above a specified age, also known as the working age population. The minimum age limit for defining the working age population needs to be specified by each country according to its national circumstances such as the compulsory schooling age, minimum age for admission to employment, and extent of child labour. These circumstances vary so greatly among countries that it is impossible to specify any universally applicable
minimum age limit at the international level. Some countries also use a maximum age limit for defining the working age population but this is not recommended by the international standards.

**Employment Service in India:**

The Employment Service in India came into existence, mainly under the stress of post war demobilization. Towards the end of second world war the need for a machinery which could handle orderly absorption in civil life, a large number of service personnel and war workers, who were about to be released, was keenly felt. Having regard to the complexity of the problem and in order to ensure uniformity in policies and effective co-ordination of efforts, it was considered necessary that the proposed machinery be directed and controlled by the Central Government. In accordance with a scheme, the Directorate General of Resettlement and Employment was set up in July 1945, and Employment Exchange was opened in several parts of the country. With the partition of the country in 1947, the Employment Exchanges were called upon to deal with resettlement of a large number of persons, who were displaced. By 1948, in response to popular demand, scope of the service was extended to all categories of applicants. This transition of the Employment Service from a resettlement agency to an all India placement organization resulted in an enormous increase of work. From 1st November 1956 administrative control of the Employment Service was transferred to the respective states by the Government of India.4
**Employment Policy:**

Any employment policy must include both quantitative and qualitative aspect of the employment problem. This implies that the essentials of employment policy must include the increase in work participation rate, rapid expansion of employment opportunities and improvement in the productivity of the employed. The prerequisites or essentials of the employment policy are as under.

1. **Increased Production:** It is the key element of the employment policy. In almost all our five year plans emphasis has been laid on the creation of additional employment. Increased production or nation income should be the important element of our employment policy. It will have direct impact on poverty, the greatest malady and polluter of our economy.

2. **Priority on Fuller and more productive Employment:**
   The employment policy should aim at expanding the volume of employment. It means that there should be higher participation of the labour force in different activities. As a result, employment will be more productive. It will generate larger output per person per year. To increase labour productivity steps should be taken for the education of labourers.

3. **Production Technique:** The employment policy should be such as to maximize labour employment without sacrificing rapid growth. Both labour intensive and capital intensive techniques have their respective merits and demerits. India is a
country where labour is plenty but capital is scanty. Adoption of labour intensive, technique will promote employment but will retard growth. Adoption of capital intensive technique will promote growth but will retard employment expansion. Hence all developing economics like India are in a dilemma. Prof. E.F. Schumachar in his book 'Small is beautiful' has suggested an intermediate technique for underdeveloped economies. This is a compromise between labour intensive and capital intensive techniques. This technique maximizes labour employment.

4. **Population Control:** Control of population explosion should be an important element of employment policy in India. There is huge backlog of unemployment in India. Population explosion overcrowds agriculture of India. This leads to disguised unemployment. All steps should be taken to make the family planning programme successful. This will enable the government to solve the problem of unemployment.

5. **Education System:** The Education system in India is mainly unproductive. It is mostly theoretical. Unemployment among the educated youth is a cause of serious concern in India: It is in favour of general education and not of technical and vocational education. Educated unemployment gives rise to crime, prostitution, juvenile delinquency etc. It leads to penury, misery and vagrancy and other vices. It encourages corruption, dishonesty, falsehood, gambling and gangsterism, moral turpitude and degradation. The employment policy should be such as to provide employment to the educated youth.
6. **Manpower Planning**: Manpower planning is indispensable with a view to solving the problem of unemployment. Hence economic planning should be integrated with manpower planning. There are excess supply of skilled labour in certain sectors and shortages in other sectors. The vast supply of unskilled illiterate labourers is outside the manpower planning. The employment policy should take manpower planning into consideration. Population control should be an inseparable element of manpower planning.

7. **Small Scale And Cottage Industries**: The employment objective and the output objective do not appear to be in conflict but can be harmoniously reconciled if greater investment is directed to small enterprises rather than to large enterprises. Cottage and small scale industries are capital-light, skill-light, import-light, quick yielding, non-inflationary and labour intensive. They create employment opportunities and are sources of subsidiary employment. But their role is complementary not competitive with heavy industry. The development of these industries will make work for the unemployed, more work for the underemployed and supplementary work for the seasonally unemployed.

8. **Seasonal, Fictional and Technological Unemployment**: Unemployment found in rural areas in the slack season of agricultural operations is called seasonal unemployment. Assured irrigation facilities multiple cropping, short duration crops, expansion of animal husbandry, dairy farming, horticulture poultry, sericulture, goatery piggery,
pisciculture, afforestation and conservation of soil etc should be taken up to reduce the incidence of seasonal unemployment during the slack season. Technological unemployment is due to the employment of modern techniques to save labour. Frictional unemployment is due to the breakdown of machines, immobility of labour and shortage of raw materials etc. The employment policy should be such as to solve the problem of technological and frictional unemployment.

9. **Self Employment**: The employment policy should be such as to enthuse and encourage self employment. In advanced countries self employment constitutes only a limited percentage of the labour force (less than 30%). The largest percentage of self-employment is engaged in agriculture and allied activities as big, small and marginal farmers. Self employment is also seen in college and small industries. Retail trade, transport and personal service. It is not possible to provide employment to all in the organized sector in a vast continental economy like India, The problem of unemployment in India is very acute. In the circumstances, the satisfactory solution of the problem is the adequate facilities of self employment to the continuously growing labour force. The number of the self employed is more than 50 per cent. They have low level of income. They are poverty stricken. Hence they deserve special attention in the national employment policy. The weaker sections like SC and ST, women and the poor should be given preferential treatment. Proper training and encouragement should be given to the young educated entrepreneurs. The Government should provide easy and
timely credit and marketing facilities to the self-employed persons. The Government must see that funds meant for the purpose is properly utilized.

10. **Special Employment Programmes:** Often it is seen that special employment programmes appear attractive and fruitful from the view of political considerations. When these programmes are implemented, they produce jobs where labour becomes unproductive or less productive. Again funds deployed in these programmes tend to be embezzled and defalcated. Moreover, the volume of permanent employment in those programmes tends to be less compared to the amount of capital invested there in. Contrarily, increasing investment in income yielding projects like irrigation, flood control, hydroelectricity generation, rural electrification, soil conservation, afforestation, cottage and small industries etc. will create more permanent employment in future. The national employment policy makers must take this into consideration.

**Employment Situation in India:**

The following is the employment current situation in India:

1. **High rate of 'natural' employment generation:** In spite of a large influx of youth into the workforce, unemployment is not rising dramatically. This indicates that the Indian economy is generating a very large number of additional employment opportunities by natural processes that are not well documented or understood. An understanding of these processes is will assist the formulation
of effective strategies to accelerate employment generation and eliminate the remainder of unemployment and underemployment in the economy. *If the unconscious process of employment generation can achieve this much, surely a conscious understanding and application can accomplish far higher rates of job growth.*

2. **Urban employment:** Since high rates of urban unemployment would almost invariably lead to rising discontent and violence, the relative stability of India's urban environment suggests that the urban economy is generating sufficient employment opportunities to absorb most new entrants and migrants from rural areas.

3. **Mismatch between Education & Employment:** While the number of employment opportunities is rising more or less as required to keep pace with the growth of the workforce, the type and quality of these opportunities does not match the expectations of many educated job seekers, which reflects inadequacies both in the type of employment generated and type of education being imparted to youth. Ironically, despite the surging number of graduates, many firms report difficulty in recruiting educated persons with the required work capabilities to meet the growth in demand for business process outsourcing, automotive component production and many other fields.

4. **Gap in Occupational Skills:** At the other end of the labour spectrum, it is increasingly difficult to obtain workers with
basic skills in carpentry, masonry, electrical, mechanics, and many other trades. Although India operates a large vocational training system, it provides training to less than 2 million persons annually, which is grossly insufficient to impart skills to the 7 million new job entrants as well as the huge number of current unskilled workers. Absence of reliable information on the actual growth in employment by specific occupational categories makes it difficult to determine either the number of jobs being created in each field or the unsatisfied demand for various types of skills.

5. **Casualization of the workforce:** Evidence of an increase in casual and migratory employment reflects deterioration in the quality of jobs in rural areas as well as rising expectations of the workforce that impels increasing numbers to abandon traditional occupations in search of better employment opportunities.

6. **Agricultural Employment:** While the percentage of the workforce employed in agriculture is declining, total employment in this sector continues to rise, though at significantly slower rates than in the past. A reduction in the proportion of the population employed in the primary sector is a natural and inevitable trend that is spurred by rising expectations and changing attitudes as much as by rising levels of farm productivity and mechanization. However, this does not mean that the potential for employment in this sector is being fully exploited. The findings of this report indicate that in the short term, strategic initiatives to modernize and
diversify Indian agriculture can generate employment opportunities for very large numbers of people, thereby providing time for the more gradual expansion of employment potentials in other sectors.

7. **Surging Service Sector:** The traditional path of economic development was a progression from agriculture to manufacturing to services. India's recent success in IT and IT-enabled services is only one indication that this formula need not necessarily apply in the context of today's global economy where the demand for services internationally can rapidly expand employment opportunities domestically. In addition, changing social expectations within the country are stimulating rapid growth in demand for services that become prevalent in advanced industrial countries at a much later stage in their development, as indicated by the proliferation of courier companies, Xerox shops, Internet cafes, fast food restaurants and retail boutiques. The rampant clamour for education at all levels, surging demand for health care services, telecommunications, media, entertainment, and financial services are other expressions of this phenomenon. The publication of six English dailies and six Kannada dailies in the city of Bangalore is only one reflection of this wider trend. Research is required to more carefully document growth of the service sector, particularly its informal portion, to assess the potential demand and most effective strategies for accelerating growth of employment.
Target for Employment in the Eleventh Five Year Plan:

All the initiatives in the Eleventh Five Year Plan are praiseworthy from the perspective of the present employment scenario and problems in India. But at the same time it should be kept in mind that in a country where 91 per cent workers are engaged in the un-organized sector and even at the end of 2004-05, about 77 per cent of these workers were living below Rs. 20 per day, a comprehensive system of social security is necessary to protect this large section of the population against the economic and social distress that is caused by the stoppage or substantial reduction of earnings resulting from sickness, maternity, employment injury, occupational distress, unemployment, invalidity and old age. Targets of Eleventh Five Year Plan in Terms of Outcome Indicators are as-6

- Over the longer period up to 2016–17, spanning the Eleventh and Twelfth Plans, the additional employment opportunities created are estimated at 116 million as compared to 71 million during the 11 year period from 1993–94 to 2004–05. The unemployment rate at the end of the Twelfth Plan period is projected to fall to a little over 1 per cent.

- In order to promote gender equity, steps have to be taken to increase women's participation in the labour force. This has to be pursued through skill development, labour policies and also the social security framework. Significant outcomes can be expected only if the gender issue is addressed through the planning initiatives across all the 'heads of development' in the Plan, with requisite lead from the 'Women and Child
Development' Head. Gender-budgeting has not, so far, received due attention.

- Some special initiatives have also been proposed for the Scheduled Castes, Scheduled Tribes and Children.

- To address the problem of underemployment in the agricultural sector, it has been targeted to double the agricultural growth without any increase in the total number of employment in this sector, i.e., to increase the income level of the agricultural workers through increasing productivity in this sector.

- It is a fact that to draw away additional workers from the agricultural sector, substantial employment must be generated in other sectors. For stepping up growth in employment as well as enhancing working quality of the workers in other sectors, such as manufacturing, transport, communication etc, significant emphasis has been put on 'skill development'.

- The National Skill Development Corporation will be set up as Government Equity with a view to obtaining about Rs. 15,000 crore as capital from governments, the public and private sector, and bilateral and multilateral sources for the promotion of skill development.

- The Corporation will be a public private partnership on skill development, conceived as a non-profit Corporation. It will make a periodic as well as an annual report of its plans and
activities and put them in the public domain. There may also be a National Skill.

- Development Trust which can receive funds to be managed by the National Skill Development Corporation.

- The Eleventh Plan has given a very high priority to Higher Education; initiatives such as establishing 30 new Central universities, 5 new Indian Institutes of Science Education and Research, 8 Indian Institute of Technologies, 7 Indian Institute of Managements, 20 IIITs, etc. are aimed to meet the challenge of skill development.

- The Eleventh Plan proposed to launch a major 'Skill Development Mission' (SDM) with an outlay of Rs. 22,800 crore. It also aims at launching a National Skill Development Mission, which will bring about a paradigm change in handling of 'Skill Development' programmes and initiatives. At present, the un-organized sector, which constitutes about 91% of the workforce, is not supported by any structural system of acquiring or upgrading skills. In this sector, by and large, skill formation takes place through informal channels like family occupations, on the job training under master craftsmen with no linkages to formal education training and certification.

**The Employment Scenario under various Plan Periods:**

Indian economic development under different plan periods the rate of growth of output has never been integrated with the rate of growth of employment. Accelerated economic growth has always
been found to be favourite with the Indian planners. From the very first plan this concept of economic growth was very much interlinked with the increase in the employment opportunity, reduction of income inequality and poverty through there was an initial debate whether reduction of income inequality was conducive to growth or not. It was posed that reduction in income inequality would retard savings and hence capital formation in the LDCs, which would slacken economic growth. The Growth of Employment Under Various Plan period showing under the Table No. 1.01.

Table No. 1.01:
Growth of Employment Under Various Plan period.

<table>
<thead>
<tr>
<th>Sr.</th>
<th>Five Year Plan</th>
<th>Annual GDP Growth Rate</th>
<th>Growth of Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>First Plan (1951-56)</td>
<td>3.7</td>
<td>0.39</td>
</tr>
<tr>
<td>2</td>
<td>Second Plan (1956-61)</td>
<td>4.2</td>
<td>0.87</td>
</tr>
<tr>
<td>3</td>
<td>Third Plan (1961-66)</td>
<td>-3.8</td>
<td>2.03</td>
</tr>
<tr>
<td>4</td>
<td>Fourth Plan (1969-74)</td>
<td>3.4</td>
<td>1.99</td>
</tr>
<tr>
<td>5</td>
<td>Fifth Plan (1974-78)</td>
<td>5.0</td>
<td>1.84</td>
</tr>
<tr>
<td>6</td>
<td>Sixth Plan (1980-85)</td>
<td>5.5</td>
<td>1.89</td>
</tr>
<tr>
<td>7</td>
<td>Seventh Plan (1985-90)</td>
<td>3.6</td>
<td>1.26</td>
</tr>
<tr>
<td>8</td>
<td>Eighth Plan (1991-96)</td>
<td>6.7</td>
<td>1.86</td>
</tr>
<tr>
<td>9</td>
<td>Ninth Plan (1997-2000)</td>
<td>7.7</td>
<td>1.14</td>
</tr>
<tr>
<td>10</td>
<td>Tenth Plan (2002-2007)</td>
<td>7.2</td>
<td>1.23</td>
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<tr>
<td>11</td>
<td>Eleventh Plan (2007-12)</td>
<td>7.5</td>
<td>1.82</td>
</tr>
</tbody>
</table>

Source: Plan Documents (1st to 11th Plan).
Employment Challenges for the Twelfth Five Year Plan:

1. **Need for correct estimates of employment and unemployment at frequent intervals:** Correct estimation of employment and unemployment is essential for proper planning and policy recommendation for a Five Year Plan. Normally there are three approaches i.e. UPSS, CWS and CDS used in estimating employment/unemployment. Decision on the proper approach to be followed would help in correct estimation and planning. The current employment/unemployment situation should form the basis for projections for the 12th Plan period. At the same time the estimates of employment/unemployment should be available at frequent intervals for more effective policy interventions.

2. **Expand employment opportunities in the formal sector, including the Services Sector:** One major challenge to be addressed for the 12th Plan period is how to increase the share of formal sector employment opportunities. Movements and transformation of employment from informal sector to formal sector needs to be analyzed. Incentives have to be given for expanding organized sector employment. Employment interventions already initiated by the Government need to be evaluated. Service sectors like insurance, finance and banking, tourism are going to major generator of employment opportunities. Sector specific strategies need to be adopted generate employment opportunities. Rigidity in labour laws is often quoted as a major constraint in augmenting organized sector employment.
However, the focus should be to promote labour market flexibility without compromising fairness to labour.

3. **Expand employment opportunities especially in the manufacturing sector:** When any economy grows, over a period of time the contribution of agriculture sector to GDP should decline while that of manufacturing and services sectors should increase. Concomitant with this the share of employment should also increase in manufacturing and services sector. Unfortunately, for the Indian economy although contribution to GDP from the agriculture has declined sharply but the number of people employed in agriculture continues to be very high. Although some expansion in employment has taken place in the manufacturing and non-manufacturing sectors, however, a large part of the same falls under informal employment. It is necessary to have urban and rural labour market planning for shifting surplus work force from rural areas. However, option for geographic targeting is limited considering the endowment of different States. Manufacturing sector, however, would have limits in generating new employment as more and more industries adopt capital intensive technologies. Global trends in employment indicate that employment in service sector has increased. Hence, strategies in India must lay emphasis on the service sector for generating more employment.

4. **Addressing the Issue of Productivity, both in the formal and informal sectors:** Increasing employment as well as productivity is equally important. Productivity is a
relationship between output and inputs. Productivity can be measured either in terms of all factors of production combined or in terms of labour productivity alone. In the long term, productivity is the main determinant of income growth. Productivity gains increase real income in the economy which can be distributed through higher wages. Strategy for employment generation must be to augment productive employment opportunities during the 12th Plan period both in the formal and informal sectors. Innovation would have to play a major role for augmenting productivity.

5. **Address problems of specific categories:** NSS data shows that female employment has declined both in rural areas and urban areas in recent years. This is a major concern and needs to be addressed during the 12th Plan period. Women workers are the most vulnerable to job losses in case of any global crisis. Unemployment among educated people is going to be a major issue during the 12th Plan period. India is one of the few countries which have the phenomenon of educated unemployment in large numbers. The major reason behind this is the dearth of vocational and technical education among youths. Similarly, the issue of promoting employment opportunities for minorities, SC/ST and differently abled people assumes importance. Employment needs and education provided need to be matched. Hence, the role of skill development programmes would occupy centre stage in any employment strategy for the 12th Plan period. This will help in harnessing the demographic dividend.
6. **Problems of the Working Poor:** Problems of the working poor need to be highlighted as there is always the possibility of this segment to relapse into distress and unemployment unless they are given due attention and protection.

7. **Employment in the face Recurrent Economic Crises:**

Issues of infrastructure, economies of scale and management needs to be addressed for meeting any subsequent global economic crisis. Any global crisis is bound to have some impact on the Indian economy as the level of international integration increases. Service sectors including IT, tourism, civil aviation and banking and real sector involving manufacturing exports are likely to be impacted. Downsizing in sectors like IT and finance would be common. Indian workers in sectors with high exposure to global markets including those employing large number of women workers have faced job cuts during the last global crisis. Employment and income should be the central focus of government’s stimulus package. Priority should be given to public spending programmes that have high multiplier effect on employment. However, scope for fiscal stimulus to deal with such crises would be limited given the high level of fiscal deficits at the Centre and in States. Hence, fiscal sustainability becomes a major challenge to be tackled through effective resource generation and expenditure measures.\(^8\)
Status of the Indian Employment:
The following is the status of employment in India.

- **Workforce:** Although accurate measures of employment and unemployment are difficult in India's largely informal economy, the current labour force consists of approximately 400 million men and women.

- **Growth in Labour Force:** It is estimated that the work force is currently growing by 7 million persons per year.

- **Sector-wise:** Of these, about 56 per cent are engaged in agriculture as their primary occupation which is down from 65 per cent in the early 1990s. Another 13 per cent are engaged in manufacturing and the balances are employed in the service sector, which has grown from 25 per cent to 32 per cent of total employment over the past two decades.

- **Organized vs. Unorganized:** The organized sector provides less than 8 per cent of the total jobs, about 3 per cent in private firms and 5 per cent in the public sector. The informal/unorganized sector is provides the other 92 per cent.

- **Skills:** Only 6-8 per cent of India's workforce has received formal training in vocational skills, compared with 60 per cent or more in developed and most rapidly developing countries.
• **Unemployment:** Depending on the survey measure applied, unemployment is estimated to range between 25 and 35 million. Unemployment as a percentage of the workforce fell in the 1980s and rose slightly in the 1990s.

• **Migration:** According to sample survey estimates, approximately 27 per cent of India's population is migrants, including those who move from one rural or urban area to another or between rural and urban areas. Approximately 57 per cent of urban male migration is for seeking better employment opportunities. The net migration from rural to urban areas is approximately 2 million per annum, of which about 1 million may be job seekers.⁹

**Observations about Employment in India:**

1. **High rate of natural employment generation:** In spite of a large influx of youth into the workforce, unemployment is not rising dramatically. This indicates that the Indian economy is generating a very large number of additional employment opportunities by natural processes that are not well documented or understood. An understanding of these processes is will assist the formulation of effective strategies to accelerate employment generation and eliminate the remainder of unemployment and underemployment in the economy. *If the unconscious process of employment generation can achieve this much, surely a conscious understanding and application can accomplish far higher rates of job growth.*
2. **Urban employment:** Since high rates of urban unemployment would almost invariably lead to rising discontent and violence, the relative stability of India’s urban environment suggests that the urban economy is generating sufficient employment opportunities to absorb most new entrants and migrants from rural areas.

3. **Mismatch between Education & Employment:** While the number of employment opportunities is rising more or less as required to keep pace with the growth of the workforce, the type and quality of these opportunities does not match the expectations of many educated job seekers, which reflects inadequacies both in the type of employment generated and type of education being imparted to youth. Ironically, despite the surging number of graduates, many firms report difficulty in recruiting educated persons with the required work capabilities to meet the growth in demand for business process outsourcing, automotive component production and many other fields.

4. **Gap in Occupational Skills:** At the other end of the labour spectrum, it is increasingly difficult to obtain workers with basic skills in carpentry, masonry, electrical, mechanics, and many other trades. Although India operates a large vocational training system, it provides training to less than 2 million persons annually, which is grossly insufficient to impart skills to the 7 million new job entrants as well as the huge number of current unskilled workers. Absence of reliable information on the actual growth in employment by
specific occupational categories makes it difficult to determine either the number of jobs being created in each field or the unsatisfied demand for various types of skills.

5. **Casualization of the workforce:** Evidence of an increase in casual and migratory employment reflects deterioration in the quality of jobs in rural areas as well as rising expectations of the workforce that impels increasing numbers to abandon traditional occupations in search of better employment opportunities.

6. **Agricultural Employment:** While the percentage of the workforce employed in agriculture is declining, total employment in this sector continues to rise, though at significantly slower rates than in the past. A reduction in the proportion of the population employed in the primary sector is a natural and inevitable trend that is spurred by rising expectations and changing attitudes as much as by rising levels of farm productivity and mechanization. However, this does not mean that the potential for employment in this sector is being fully exploited. The findings of this report indicate that in the short term, strategic initiatives to modernize and diversify Indian agriculture can generate employment opportunities for very large numbers of people, thereby providing time for the more gradual expansion of employment potentials in other sectors.

7. **Surging Service Sector:** The traditional path of economic development was a progression from agriculture to
manufacturing to services. India's recent success in IT and IT-enabled services is only one indication that this formula need not necessarily apply in the context of today's global economy where the demand for services internationally can rapidly expand employment opportunities domestically. In addition, changing social expectations within the country are stimulating rapid growth in demand for services that become prevalent in advanced industrial countries at a much later stage in their development, as indicated by the proliferation of courier companies, Xerox shops, Internet cafes, fast food restaurants and retail boutiques. The rampant clamour for education at all levels, surging demand for health care services, telecommunications, media, entertainment, and financial services are other expressions of this phenomenon. The publication of six English dailies and six Kannada dailies in the city of Bangalore is only one reflection of this wider trend. Research is required to more carefully document growth of the service sector, particularly its informal portion, to assess the potential demand and most effective strategies for accelerating growth of employment.¹⁰

**Unemployment Scenario In India:**

Unemployment scenario in India has always been quite acute. With a huge population and slow growth of job opportunities, unemployment has been widespread in India. Large scale unemployment has led to several socio-economic problems like poverty, malnutrition, antisocial and criminal activities, drug and substance abuse, etc. The lack of proper unemployment insurance schemes has further aggravated this problem. In the
early 1990s, major economic reforms were undertaken in India. One of the major objectives of these economic reforms was to boost employment in the Indian economy. However, though the economic reforms were successful in raising productivity and attracting Foreign Direct Investment, the growth in job opportunities was not as high as had been expected.

The growth in labor force in India is much higher than the growth of jobs. Actual employment figures in India have mostly fallen short of estimated figures, as per the five year plans. The unorganized sector in India accounts for 90 per cent of the employment. Self employment accounts for more than 60 per cent of the employed population of India. Casual workers, who get jobs only at times and remain unpaid when they don’t have work, constitute 30 per cent of the workforce, while only 10 per cent are regular employees. Merely two-fifth of this 10 per cent is employed in the government sector. Around 70 per cent of the labor force in India has education below primary level or is illiterate.

Another important factor in the unemployment scenario in India is underemployment. There exists very high underemployment in various sectors of the labor force in India. Disguised unemployment also exists in various sectors of the Indian economy. Regional imbalances in the unemployment scenario in India are another important factor. While some areas have higher employment opportunities, some areas have very low opportunities of employment. This has led to inter-state labor migration in the Indian economy.
Government schemes have been undertaken in India to tackle the problem of unemployment. Swarozgar Yojnas have been launched by the government to help young educated Indians earn a living. Specific programs have been adopted for rural areas. Many people have migrated from rural areas to urban areas in search of employment in the last few decades. Schemes have been undertaken to provide proper training, guidance and financial assistance to needy people under self-employment schemes. Focus on education and training has also been increased to increase employability of the people.

Table No. 1.02:
Sector wise share of employment.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>237.67</td>
<td>258.93</td>
<td>244.85</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>44.05</td>
<td>55.77</td>
<td>50.74</td>
</tr>
<tr>
<td>Mining</td>
<td>2.17</td>
<td>2.64</td>
<td>2.95</td>
</tr>
<tr>
<td>Electricity, Gas &amp; Water Supply</td>
<td>1.13</td>
<td>1.30</td>
<td>1.25</td>
</tr>
<tr>
<td>Construction</td>
<td>17.54</td>
<td>26.02</td>
<td>44.04</td>
</tr>
<tr>
<td>Services</td>
<td>94.20</td>
<td>112.81</td>
<td>116.34</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>396.76</strong></td>
<td><strong>457.46</strong></td>
<td><strong>460.22</strong></td>
</tr>
</tbody>
</table>

Source: http://data.gov.in/category/keywords/employment

Table No. 1.02 shows the sector wise share of employment during the year 1999-2000 to 2009-10. It is concluded form the table that the total employment was 396.76 million was increased up to
460.22 million up to the year 2009-10. The table also shows that the agricultural sector shows the leading position in the employment; following by services and manufacturing sectors.

Table No. 1.03:

<table>
<thead>
<tr>
<th>Sr.</th>
<th>Year</th>
<th>Public Sector</th>
<th>Private Sector</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2001</td>
<td>191.38</td>
<td>86.52</td>
<td>277.89</td>
</tr>
<tr>
<td>2</td>
<td>2002</td>
<td>187.73</td>
<td>84.32</td>
<td>272.06</td>
</tr>
<tr>
<td>3</td>
<td>2003</td>
<td>185.80</td>
<td>84.21</td>
<td>270.00</td>
</tr>
<tr>
<td>4</td>
<td>2004</td>
<td>181.97</td>
<td>82.46</td>
<td>264.43</td>
</tr>
<tr>
<td>5</td>
<td>2005</td>
<td>180.06</td>
<td>84.52</td>
<td>264.58</td>
</tr>
<tr>
<td>6</td>
<td>2006</td>
<td>181.88</td>
<td>88.05</td>
<td>269.93</td>
</tr>
<tr>
<td>7</td>
<td>2007</td>
<td>180.02</td>
<td>92.74</td>
<td>272.76</td>
</tr>
<tr>
<td>8</td>
<td>2008</td>
<td>176.74</td>
<td>98.75</td>
<td>275.48</td>
</tr>
<tr>
<td>9</td>
<td>2009</td>
<td>177.95</td>
<td>103.77</td>
<td>281.72</td>
</tr>
<tr>
<td>10</td>
<td>2010</td>
<td>178.62</td>
<td>108.46</td>
<td>287.08</td>
</tr>
</tbody>
</table>

Source: http://data.gov.in/category/keywords/employment

The above Table No. 1.03 shows the Estimates of Employment in Organized Public & Private Sector during the year 2001 to 2010. In the year 2001 estimates of employment in public sector decreased from 191.8 lakh in 2001 up to 178.62 lakh in 2010 while in private sector increased from 86.52 lakh to 108.46 lakh in 2010. The estimation in total employment in both sector was increased from 277.89 lakh in 2000 to 287.08 lakh in 2010.
Vocational Training:

The speed of a nation's development is directly related to the quantity and quality of vocational skills possessed by its workforce. The wider the range and higher the quality of vocational skills, the faster the growth and more prosperous the society. In the coming decade, an additional eight million young people will enter India's labour force every year in search of employment. Currently only 5 per cent of the country's labour force in the 20-24 age category have formal vocational training, compared with 28 per cent in Mexico, 60 to 80 per cent in most industrialized nations, and as much as 96 per cent in Korea.13

The availability of employable skills is one of the major determinants of how readily new job seekers find employment. The very low level of employable skills makes the search for work much more difficult. It reduces the market value of the job seeker and adds to the costs of employers that must train new recruits from scratch. India has over 4200 industrial training institutes imparting education and training 43 engineering and 24 non-engineering trades. Of these, 1654 are government run ITIs while 2620 are private. The total seating capacity in these ITIs is 6.28 lakh. Most of this training is conducted in classroom style in the form of 1 to 2 year diploma courses. In addition, about 1.65 lakh persons undergo apprenticeship vocational training every year in state-run enterprises.14 If a wider definition of applied courses is taken that includes agricultural, engineering and other professional subjects, the total number receiving job related training is about 17 lakh per annum, which still represents only 14 per cent of new entrants to the workforce.
The limitations in the existing approach to vocational training have been highlighted in the Planning Commission Report of the Task Force on Employment Opportunities. They include outdated courses for which there is little demand, shortage of suitably trained faculty, inadequate infrastructure, and unreliable testing. There is a great unmet need for shorter vocational training programmers that job seekers can take on their own time and at their own pace and at relatively low cost. In addition there is also need for a wide range of vocational courses for those who are already employed but seek to broaden or upgrade their skills to keep pace with changing needs and to further their career opportunities.

The ITI's offer training on a very narrow range of skills, primarily those required by manufacturing industries. These include 43 engineering related skills and 24 non-engineering trades. But the range of skills required by the country for its development includes literally hundreds for which no formal training is presently offered. The lack of vocational training applies at all levels, from basic mechanical skills needed for operating and repairing equipment to jobs in sales, administration and management, including specialized occupations such as bookkeepers, insurance agents, pharmaceutical marketing, travel agents, food service managers, journalism, etc. It applies also to a wide range of value-added skills for enhancing the performance of workers in different occupations, such as safe driving, industrial safety, quality control, pollution control, water conservation, rainwater harvesting, energy conservation, customer service, etc.
The overall importance of upgrading vocational skills in India is highlighted by the following statement of the Task Force on Employment Opportunities: To summarize, the rate of growth of economy cannot be accelerated, in particular in the labour intensive sectors, if there is a general lack of skills among the workforce. This requires strengthening of the existing training system. The role of public sector has to be restructured and conditions created for inflow of funds at a much larger scale than at present. Role of private sector has to be expanded sharply if the requisite resources are to be brought in to bridge the large capacity gaps that exist. The vocational training policy has to respond to this challenge. The current situation in India is summarized below.

**Employment Opportunities:**

The generation of employment opportunities is as natural for a society as the spontaneous growth of plants on fertile soil. Every person born brings with him an assortment of material and other needs that natural create employment opportunities for himself and others to meet. The problem of shortage arises only when the structure of society prevents the spontaneous growth of employment opportunities. Employment is a problem of reconciling the potential with the actual. Like the shortage of water for agriculture in India, it is not a genuine question of economic scarcity but rather a problem of management.\(^\text{16}\)

Information about the actual process of employment generation in India is severely limited. We know that some seven to eight million persons are entering the labour force every year. We know that the rate of unemployment is relatively stable over
time. Therefore, we must conclude that the society is spontaneously creating approximately seven million jobs a year, of which only a few percent are in the private organized sector. This fact shows that the Indian economy is vibrant and fully capable of creating the additional employment opportunities necessary to absorb the unemployed and underemployed. Minor adjustments in the structure of laws, policies and institutions can accomplish it.

It was with this understanding that the International Commission on Peace & Food first proposed to the United Nations in 1994 that employment be considered a basic human right to be constitutionally guaranteed. At the time, the proposal appeared visionary and unlikely to be given serious consideration. Now, a brief decade later, the proposal has been endorsed by the Government of India and is in the process of being converted into law. Naturally, it is neither possible nor desirable that Government tries to directly create all the necessary jobs. What it can do is to make the necessary adjustments in laws, policies and institutions and supplement them with some selected programmer initiatives that will accelerate the creation of new employment opportunities by the society.

The growth of any sector of the economy depends on the growth of and support it receives from other sectors and the extent of integration between activities in different sectors. Until now the growth of Indian agriculture has been severely constrained by the weakness of its linkages with other key sectors, including industry, agricultural education, banking, insurance, marketing and infrastructure. A conscious effort to strengthen these linkages
can stimulate rapid growth in this sector resulting in rapid growth in employment opportunities.

**Right to Employment:**

The prospects for full employment in an era of rapid globalization and economic integration are of vital concern to all humanity. Piecemeal adjustments will not deliver the results at a time when radical new approaches are required. In an increasingly interdependent single global economy and labor market, national initiatives—too often the spur for protectionist policies—are necessary but not sufficient. There is an urgent need for fresh thinking on the theory of employment and for the development of global models and strategies designed to achieve and sustain full employment for all humanity, based on recognition that human welfare and well-being are the primary goals and most important objectives of all economic systems.\(^{18}\)

A human-centered theory of economy and employment needs to be founded on the realization that human beings—not impersonal principles, market mechanisms, money or technology— are the driving force and central determinants of economic development. It is human values, attitudes and actions that determine the type of economic system we have and how it creates opportunities and distributes benefits. Human imagination, knowledge, skill and ingenuity and the social organizations we fashion are the primary resources for generating wealth and welfare. Economic development is one aspect and expression of social development which is the process of discovering, unleashing,
developing and harnessing the unlimited productive capacities of
the social collective and every individual.

Social transformation over the past century has radically altered the structure of society and the nature of work, as well as the sources of livelihoods and economic security. Several billion people have raised themselves from subsistence level existence to middle class security and unprecedented levels of prosperity. While political and social freedom has been vastly extended, social authority and responsibility have also proportionately increased. In the process, the life of every individual has become far more subject to external factors determined by the prevailing political and economic system – factors such as military spending, public debt, taxation and interest rates, trade policies and tariff barriers, zoning, safety, environmental and labor laws, etc. To cite one example, replacement of manual labor with mechanized processes became a prevalent central strategy for economic growth during the Industrial Revolution, giving rise to tax policies that favored capital investment in plant and machinery, rather than job creation by investment in human resources.

In a report to the UN in 1994, the International Commission on Peace & Food (ICPF) argued that this radical social transformation necessitates a fundamental change in our concept of individual rights and social responsibilities. In a highly regulated modern society, access to employment opportunities is the primary and essential means available for individuals, families and communities to ensure their survival and welfare. But their freedom to do so is severely constrained by policies and factors
determined by the social collective.\(^9\) Today, government intervenes in virtually every aspect of society’s economic existence, restricting the freedom of the individual to seek his or her own livelihood and determining the type and number of job opportunities available. As democratic government ensures and enforces the right to vote and the universal right to education, it must accept equal responsibility to ensure remunerative employment opportunities are generated for the economic welfare of all its citizens. In view of these changes, the recognition of employment as a fundamental human right to be constitutionally guaranteed by governments.

Employment is one of the most important mechanisms for the allocation of purchasing power to the individual; the right to employment may be seen as the critical foundation of economic democracy. If society cannot assure the survival of all citizens through employment access, it may be that the state has a special obligation to provide employment opportunities for all. In short, the right to employment is not a privilege, it is a right. To the extent that economic survival is critically sustained by employment, it could be argued that the right to employment has the character of a fundamental human right.

**Employment and labour welfare:**

An important objective of development planning in India has been to provide for increasing employment opportunities not only to meet the backlog of the unemployed but also to accommodate additions to the labour force.\(^{20}\) A two pronged attack on rural and urban poverty has been launched in the country through wage
employment and credit linked self-employment schemes. The
Government, from time to time has undertaken several
programmes and enacted legislation to reduce the incidence of
unemployment and improve the welfare of labour both in the
organized and unorganized sectors. Policies eliminating child
labour and, enhancing employment opportunities for women and
disadvantaged sections of the population are also given high
priority.

The generation of productive and adequately remunerated
employment is an indispensable component in the fight against
poverty. While this task presents a major challenge for all the
States in India, it is by no means an insurmountable one. However,
success depends on a number of key factors. It requires first and
foremost, a restoration of higher and more stable rates of economic
growth. But this will not be sufficient. It also requires that
supporting policies and programmes be put in place to deliberately
stimulate employment in all sectors of the economy which hold the
greatest promise for employment and income generation on one
hand, and on the other, the implementation of strategies which
can, among other things, improve the access of all groups to
education and training and income generating activities in a
sustainable manner. The task of employment generation requires
concerted action by several ministries and departments of
government both at the national as well as the state levels. But it is
not a task for governments alone. Employers’ and workers’
organizations, as well as other members of civil society must play
an increasingly active role in the process.
Impact of Globalization:

The following aspects of employment on which economic globalization may have an impact. Number of jobs: Economic globalization may first have an impact on the number of jobs available in the economy, and thus affect key macro-economic variables such as the unemployment rate and the employment-to-population ratio. The issue is made more complex by the fact that the impact can be different at the micro-economic level and at the macro-economic level, as well as in the short/long term.

- **Structure of jobs:** Economic globalization may also affect the structure of jobs, i.e. their distribution across economic activities. Jobs linked to certain economic activities may tend to disappear whereas jobs linked to other, maybe new activities, are created due to changing competitive advantages and patterns of specialization. Here again the issue is made more complex by the fact that changes in the structure of jobs can be caused by economic globalization but also by technological progress, for example.

- **Composition of jobs:** The composition of jobs, i.e. the mix of skilled and unskilled jobs in the economy, is also likely to be affected by economic globalization. So far, in developed countries, low-skilled workers have been most affected by stagnating revenues and/or increasing unemployment due to competition from developing countries’ workers and also as a result of technological progress. The workforce in developing countries, however, is becoming better qualified and increasingly engaging in more sophisticated, service-oriented
activities. Skilled workers in developed countries are more and more feeling the competition of their counterparts in developing countries.

• **Research & Development jobs (R&D):** Jobs in the field of Research & Development are often regarded as of strategic importance for national economies because of their link with innovation. In developed countries, economic globalization results in opposite trends. On the one hand, there are enterprises moving their R&D activities abroad in order to bring them closer to important markets or to benefit from qualifications more readily available in some foreign locations. On the other hand, there are also enterprises moving their production activities abroad to allow them to focus on R&D activities at home.

• **Job earnings:** Economic globalization may affect job earnings in two ways. First, by increasing the overall efficiency of the economy, i.e. its productivity, it causes an increase in real incomes that may be shared with job earnings. Second, by fostering movements of products and production factors it may eventually even out price differences between countries, including the price of labour, i.e. job earnings. Both trends seem to materialize at the global level.

• **Migrations:** A great and increasing number of people are moving between countries and continents. For the OECD countries it is estimated that about 30 per cent of migration is linked to labour. Labour migration is directly fostered by
regional agreements liberalizing the movement of people as in the EU, by changing patterns of specialization, and by the development of multinational enterprises moving key personnel to, from and between their foreign affiliates. The development of transport and communication facilities serves as a catalyst. Migration leads to significant inflows and outflows of workers whose impact on labour markets is still unclear. In developed countries migrants may ease labour shortages and be part of the solution to population ageing. In developing countries, however, migration to more developed countries may result in a brain drain.

- **Employment conditions:** Employment conditions are part of the competition between economic locations in addition to more obvious factors such as labour costs. Lower safety requirements, longer working hours, or a ban on trade unions, for example, may be attractive for multinational enterprises and may spur off shoring. This may in turn have an effect on employment conditions in the source countries of off shoring as recently observed in some EU countries as regards working hours. Changing patterns of specialization induced by economic globalization or technological progress, such as a more service oriented economy, may also have effects on employment conditions that are not always clear.22
Research Title:

“A Study of Employment & Self-Employment Guidance Centers (Employment Exchange) in Marathwada Region”

Objectives of Study:

The present study is conducted with the following specific objectives:-

1. To take a brief review of the current employment, unemployment and underemployment in the State and Marathwada Region.
2. To review the Government policies and initiatives for employment and Self-employment.
3. To examine the causes of un-employment in India and Maharashtra State.
4. To find out the job-seekers registration, placements at the district level in Marathwada.
5. To trace the employment and self-employment services provided to the job-seekers by Employment & Guidance Centers in the Marathwada region;
6. To evaluate the performance of Employment and Self-employment Guidance Centers of districts of Marathwada region.
7. To offer valuable suggestions for overall performance of ESGC.
**Research Methodology:**

The present study is based on both primary and secondary data available from the samples survey, Observations, State Government, Regional offices, District Employment and Self-employment Guidance Centers, District Statistical Departments, Various Surveys, Census Report, Various employments report of Govt. of India and NGOs. Research Study conducted by research scholars, Research Journals, Magazines, Newspapers, related published works, Libraries etc.

Quantitative and qualitative research methods were employed in this study. The quantitative data and information was compiled from secondary data published at the National, State and District level by using the publications of Census and NSSO and reports of Ministry of Labour and Welfares. The methods of qualitative research included unstructured open-ended interviews, group discussions, focused interviews and conversational analysis. The qualitative information is gathered from the District Administration viz., District Collector, Commissioner, District Employment Offices, University Employment Center, Association of Employers, Entrepreneurs and Employers, Workers and their Organizations, Job Seekers, Skill Development Institutions such as ITI’s, Polytechnics, Professional Colleges, Private Training Institutions and the respondents job-seekers enrolled during the year of Survey, Financial Institutions, Non-Governmental and Community Organizations etc..

In order to micro study the 240 job-seekers who were registered with District Employment and Self-employment Center
of eight districts of Marathwada region was selected randomly from the list provided by District center (30 samples from each district). For this purpose of study three talukas (in equal numbers) were selected from the each district which was highly populated in the district. From the each district and each talukas equal number of sample was selected. A systematic questionnaire (open and closed ended) is prepare for this purpose and filled up from all the selected respondents and is presented in tabulated and graphical forms with the help of some mathematical and statistical tools and techniques like percentages, ratios, averages, growth and other appropriate methods are applied to the tabulated data. The Table of number of samples is as follows.

**Table No. 1.04:**

**Number of Sample Selected.**

<table>
<thead>
<tr>
<th>Sr.</th>
<th>Name of District.</th>
<th>No. of Talukas Selected</th>
<th>No. of Samples selected.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Aurangabad.</td>
<td>3</td>
<td>30</td>
</tr>
<tr>
<td>2</td>
<td>Jalna.</td>
<td>3</td>
<td>30</td>
</tr>
<tr>
<td>3</td>
<td>Parbhani.</td>
<td>3</td>
<td>30</td>
</tr>
<tr>
<td>4</td>
<td>Nanded.</td>
<td>3</td>
<td>30</td>
</tr>
<tr>
<td>5</td>
<td>Hingoli.</td>
<td>3</td>
<td>30</td>
</tr>
<tr>
<td>6</td>
<td>Latur.</td>
<td>3</td>
<td>30</td>
</tr>
<tr>
<td>7</td>
<td>Osmanabad.</td>
<td>3</td>
<td>30</td>
</tr>
<tr>
<td>8</td>
<td>Beed.</td>
<td>3</td>
<td>30</td>
</tr>
<tr>
<td>Total:</td>
<td></td>
<td>24</td>
<td>240</td>
</tr>
</tbody>
</table>
Hypothesis:

The following hypotheses were formulated for the present study.

1. Employment Exchanges are playing significant role in the process of recruitment.
2. Employment exchanges officer’s attitudes are highly cooperative with the job-seekers.
3. The Employment Exchange and Guidance Centers provided excellent services to the job-seekers.

Scope of Study:

A study analysis of registrations, vacancies, placements etc. from the study area and to draws a suitable conclusion and gives the suggestions for the improvement of overall performance of the Employment & Self-Employment Guidance Centers. For macro level study the data is collected up to Regional and State Level and for the purpose of Micro level study the primary data is collected from selected respondents from the Marathwada region of Maharashtra State. The study period is prescribed for the period of 2001 to 2010. All the eight districts of Marathwada region is covered. Employment generation is the different matter so it is not the area of this research study.

Importance of Study:

The present study is very important in the context of unemployment and globalization of Indian economy. The study is an in depth attempt which to find out with the role and performance of Employment and Self-employment Guidance Centers (Employment Exchange) in the State and Marathwada
region and to know the organizational and operational set-up. The study aims to compile and analyze relevant employment market information in Maharashtra State and Marathwada Region with a view to provide a model for creating district level data base on employment and focus on performance of ESGS which in turn gives stronger basis for Concrete Action Plans for Government and NGOs.

**Chapters Scheme:**
The study is organized into following seven chapters.

i. Introduction Research Methodology & Review of Literature.

ii. Employment Status in India, Maharashtra and Marathwada.


vii. Findings, Conclusions and Suggestions.
Review of Literature:

To devise the ways to evaluate the objectives of the study, it is necessary to have an idea of the methodology followed by the earlier related studies along with their findings. A review of literature connected with the research in India and abroad was done and is presented follows.

1. *C. Parvathamma (1984)*\(^{23}\) - The study is based on a sample of 2530 students from Mysore University, Karnataka University, Bangalore University and Agricultural Science. The findings of the study have been quite revealing. As regards the causes of unemployment the study broadly reveals that the causes of unemployment can be broadly categorized into external and internal. The external causes are effectively outside the individual, and they cannot be controlled by their efforts. While internal causes often pertain to and emanate from the individual over which a person can always have certain amount of control. These categories are relevant and applicable to both the educated and uneducated but unemployed. The study also points to certain welcome and encouraging trends in the right direction to tide over the situation. Notably among these are: a good percentage of students are willing to make arrangements for self-employment; also they are willing to undertake manual jobs if necessary; majority of professional students and a good proportion of non-professional students are prepared to seek jobs outside the country; while 50 per cent of the non-professional students do not mind being unemployed and finally, majority are willing to serve in defense forces. It is
clear from the study that students feel that employment brings them prestige and status and without it they are evaluated unfavourably by their families and by the society in general and provide incentive to students’ unrest in particular.

2. Ashok Kumar Gaba (2000)\textsuperscript{24} - The main focus of the research study was to know the learners' objective of joining with IGNOU and the advantage of obtaining IGNOU degree to get permanent employment, get promotion, continue education, self-employment, social and other reasons. IGNOU has been breaking all barriers for those citizens who could not have access to higher education for various reasons. This short survey has shown that IGNOU degree changed the personal lives of individuals by helping them get jobs, continue education and get promotions. This study was conducted with the intention of finding out how students utilized their degree. In the process, we could see quite a few problems faced by students. These problems are to be addressed with our firm commitment.

3. Jafa V.S. (2001)\textsuperscript{25} - Labour policy of the Government of India derives its philosophy from the Directive Principles of State Policy as enshrined in the Constitution of India. Various legislations have been enacted to promote employment and general welfare of labour. As in other developing countries, unemployment is a serious problem of the Indian economy. The poverty of the masses in India is closely related to the problem of unemployment. Unemployment is a multi-dimensional phenomenon in India. It is not restricted to one
sector or group of population. Instead, it is a widespread
disease touching almost every segment of the society. Policies
of economic liberalization have drastically altered the
relationship between the state, labour and business. This study
covers all these aspects of labour policy in the context of
ongoing economic reforms in India.

4. *Pandey R.N. (2001)* 26: In this study, an attempt has been
made to describe briefly the sources of data, concepts and
definitions adopted in these sources, etc. Provision of
increasing employment opportunities both in urban and rural
areas to solve the problem of unemployment has been
recognized as an important objective of economic planning in
India. Large expansion in employment opportunities, utilizing
fully the manpower resources of the country and ensuring a
substantial expansion in employment opportunities and
expansion of productive employment have been pronounced
as important objectives in various Five Year Plans. For
formulation and monitoring of plans to solve the
unemployment problem in the country, the importance of up-
to-date and reliable statistics on various aspects of
unemployment need not be over emphasized. Keeping in view
this need, such types of statistics are already being collected by
various agencies in the country. However, much more needs to
be done to improve the quality and coverage of statistics on
employment and unemployment, presently being collected by
various agencies.
The present study of unemployment among the female graduates is limited to the municipal area of Pune city alone. In 1998-99 there were 81 colleges in Pune city providing higher education in varied disciplines of liberal and professional education. The total exceeded 53,930 at the graduation level. The three-fold categorization of female workers, viz, first, those constituting the upper strata of society; second, a heterogeneous group consisting of blue collared workers in industries and white collared workers in various service sectors, and, third, generally uneducated or less educated females, indicates that educated women labour consist of different socio-economic groups working under different conditions in the same area. The labour market which the women workers face is a segmented market. According to the 2001 census, the sex ratio in the state was very low being 922 females per 1000 males. The literacy rates in 2001 were General: 77.27, Male: 86.27 and Female: 67.51. Today, Maharashtra has 8 Non-agricultural Universities, 4 Agricultural Universities and 8 Deemed Universities besides a large number of post-graduate research institutions. The female enrollment to the total enrollment in higher education in Maharashtra for 1997-98 was 37.0 per cent. Out of the labour force of 64.8 per cent in Maharashtra for 1999-2000, the percentage of females in the labour force was 46.3 as compared to that of males 82.1.
6. **Rangacharyulu (2005)** - The author discussed in his research book on National seminar held at Hyderabad on “Guaranteed Employment for the Rural Poor” focused on the need of Employment generation Schemes in India for rural people. In this book he tries to focus on various poverty alleviations programmes implemented in India and their success. In this book he put forward number of valuable ideas, suggestions and recommendations to the policy planner for the implementation of the programmes.

7. **Gupta S. P. (2006)** - The researcher express his views about that composition of the labour force in the developing world is fast changing, with increasing youth in the labour force, particularly in educated segments. Around 80 per cent of those youth who are currently unemployed are well educated, and that number is increasing fast. This new scenario is becoming politically unsustainable since the educated youth mostly come from the rising middle class, with its inherent political and social clout.

8. **E.T. Mathew (2006)** - This book critically examines the emerging trends in employment and unemployment in the Indian Economy during the post-reform era. Using the latest round of NSS data, the author studies the impact of these structural economic reforms on: Employment generation, with reference to different and competing sectors – rural / urban; agricultural / non-agricultural; organized / unorganized. Unemployment and underemployment, in terms of the apprehension that economic reforms lead to loss of
employment Casualization of employment - that is, a belief that reforms lead to increase in the proportion of casual labor
Informalization of employment Feminization of employment
Unique in the fact that there is no comparable work on the topic, this book provides an excellent organization of the material and a lucid presentation of the discussion. This volume offers an in-depth analysis of the state of employment in the world today, providing a detailed and comprehensive picture of the serious challenges faced by today's policy-makers. The authors argue that the precise nature of what they call 'the employment challenge' varies between countries and regions, as do its underlying causes and the responses of governments. But they also suggest that in a globalizing world there are policy challenges that can only be addressed at the international level. The authors warn that if the international community and national governments fail to take corrective action immediately, what is now an employment problem will soon become an employment crisis in all parts of the world.

9. **Gupta S.P.(2007)** - Population is the vital component in the process of Socio-Economic development in a country. The level of welfare and the improvement in the quality of life of people are related to the management of population by a Government. If population is allowed to take its natural course in an underdeveloped country like India, it is apt to weaken the very fabric of economic system. This treatise seeks to highlight the trend of population growth, the efforts made by the Government in the form of family Welfare Programme and the trend of unemployment existing in the country. Efforts
have also been made to project a level of unemployment by 1991, unless the strategy adopted by the government to check population growth is transformed completely. Suggestions have also been made to enforce changes in the Government' policy so that the incidence of unemployment could be reduced in the larger interest of the country.

10. Bagchi K.K. (2007)\textsuperscript{32} – The papers in this books critically discuss the policies and programmers for employment in India. The papers are either on evaluation of employment programmes and policies in India or state or region specific micro-level studies. The papers deal with various aspects of employment programmes in India like identification of causes of low level of implementation and suggestion for effective implementation. One of the notable aspects of these papers is that most of the papers have suggested alternative ways of generating more employment and solving the problem of unemployment.

11. Kaushik Basu & C. Marks (2008)\textsuperscript{33} - This study offers an in-depth analysis of the state of employment in the world today, providing a detailed and comprehensive picture of the serious challenges faced by today's policy-makers. The authors argue that the precise nature of what they call 'the employment challenge' varies between countries and regions, as do its underlying causes and the responses of governments. But they also suggest that in a globalizing world there are policy challenges that can only be addressed at the international level. The authors warn that if the international
community and national governments fail to take corrective action immediately, what is now an employment problem will soon become an employment crisis in all parts of the world. The book's offers groundbreaking analysis of the nature and characteristics of employment and of emerging trends in these areas, as well as valuable information derived using both new and established indicators of employment and unemployment. The study also looks in detail at certain specific questions such as the unequal distribution of productive resources and the failure of globalization to alter this, the relationship between employment and poverty reduction in developing countries, and the rise in non-standard employment in developed countries.

12. Meenu Agrawal (2008) - Poverty and unemployment are the two most formidable problems of the Indian economy. Developing employment opportunities has been an important objective of development planning in India. Though employment has increased over the years, growth in the population and the labor force has aggravated the unemployment problem year after year. The achievement of an employment-for-all objective is nowhere in sight. Due to lack of employment opportunities, millions of people still live below the poverty line. More distressingly, there is no hope of the two formidable problems of poverty and unemployment being solved in the near future. India's tenth Five Year Plan (2002-07) document has recognized that the unemployment problem would be aggravated, much less mitigated, during the Plan period and thereafter. The Indian economy took a new
direction when the government announced its new industrial policy in the Parliament in July 1991. Since then, the economic reforms process has encompassed all areas of the economy. The wide-ranging reforms, initiated and implemented since 1991, have induced greater efficiency and competitiveness in all spheres of economic activity. How these reforms have impacted on the growth pattern, in terms of employment generation and reduction in poverty is a matter of intense debate among economists and social scientists. This book examines these concerns, contributing to the existing and growing body of literature on various aspects of economic reforms in India.

13. **Dipak Muzumdar and Sandip Sarkar (2008)**: Both the researcher discussed that India started on a program of reforms, both in its external and internal aspects, sometime in the mid-eighties and going on into the nineties. While the increased exposure to world markets and relaxation of domestic controls has undoubtedly given a spurt to the GDP growth rate, its impact on poverty, inequality and employment have been controversial. The study examines in detail these aspects of post-reform India and discerns the changes and trends which these new developments have created. Providing an original analysis of unit-level data available from the quinquennial National Sample Surveys, the Annual Surveys of Industries and other basic data sources, the authors analyze and compare the results with other pieces of work in the literature. As well as describing the overall situation for India, the book highlights regional differences, and looks at the
major industrial sectors such as agriculture, manufacturing and tertiary/services. The important topic of labor market institutions – both for the formal or organized and the unorganized sectors – is considered and the possible adverse effect on employment growth of the regulatory labor framework is examined carefully. Since any reform of this framework must go hand in hand with better state intervention in the informal sector to have any chance of acceptance politically, some of the major initiatives in this area are critically explored.

14. **L. M. Bhole (2009)**  
The books entitled Unemployment, Inequality, Entrepreneurship, and other Collected Papers contains fifteen research papers on important, topical, socially relevant themes such as the extent of unemployment in India, the true nature and the degree of success of Government unemployment alleviation programmes, the interrelationship between growth and equalities, regional disparities in development in India, the concept of entrepreneurship, corporatism, and co-operativism. The book takes a critical and unconventional perspective on certain holy cows such as co-operatives and entrepreneurship. The paper is divided into five sections.

15. **Jyoti Kothari (2010)**  
- India is progressing with an amazing growth rate. Growth rate of India is the second highest in the world after that of China. The youth force of India is contributing lot to the same. It is believed that principal reason behind Indian progress is its youth force,
highest in number in the world. However, there is a problem. Huge number of Indian youth is not only unemployed but unemployable. There are two new world leaders China, in manufacturing sector and India, in service sector. Large number of white collar jobs is waiting for suitable candidates. Indian youth force, behind the progress of India, is mainly engaged in IT. India is a leader in software. Software industries in India are continually offering white collar jobs besides some blue collars. India is also world leader in Business process out sourcing and Knowledge process out sourcing. Large number of call centers is contributing to the industries and trades of America the US, UK, Australia, Japan, European Union, Canada and many other developed countries. BPO sector needs large number of blue collars. KPO industries require and offer white collar jobs. IT industries has seen a tremendous boom in India. This industry has employed large number of educated youth with handsome salary. Normally, IT is the highest paid sector. Management, banking, finance, retail, telecommunication, entertainment etc. are some other new sectors that helped India in her tremendous growth.

16. *Maske, V. S.; Asmatoddin, M.; Pawar, N. D.; Tawale, J. B. (2009)* The study was confined to the Jalna district during the year 2005-06 as there were significant socio-economic constraints recorded among different activities under Employment Guarantee Scheme in Jalna district. One of 8 village selected of Mantha taluka of Jalna district, the 28 farm ponds and 13 percolation tanks were selected for study.
and the number of labourers selected were 90 each for activity contributed by 30 respondents. The data analysed with suitable statistical tools like frequency, percentage, ratio etc. It was revealed that according to region the contribution of 70 per cent by Hindu and 50 per cent Vanjari caste. As Mantha taluka was selected on the basis of maximum irrigation work completed through percolation tank, farm pond and village tank. Most of them were of young age group of 25-45 years. The education up to primary, secondary and higher education was 52.2, 40 and 6.6 per cent, respectively. The wage earned from the activity i.e. farm pond, village tank and percolation tank through wages was 53.5, 76.7, 76.7 per cent, respectively.

17. **A Report (2010) On ‘Employment & Unemployment’ - Government Of Maharashtra**\(^{39}\) - The average Monthly Per Capita Expenditure (MPCE) in urban areas is more than double that in rural areas; being Rs.1, 464 and Rs. 704 respectively. The proportion of self-employment dependent persons is higher in the rural areas (49 per cent) than in the urban areas (37 per cent). About 46 per cent population in urban areas depends on regular wages/salaries. The gap between male and female illiterates is more prominent in rural than in urban areas, indicating that female illiteracy in rural areas needs be addressed on priority. The gender gap is significant in both the areas as far as ‘secondary and above’ education level is concerned. However, it is interesting to note that the gender gap is less for the education levels ‘literate upto primary’ and ‘middle school’. The Labour Force Participation Rate (LFPR) is higher in rural areas than the
urban areas while the gender gap in LFPR is more in urban than the rural areas. It is observed that higher proportions of females compared to that of males in rural areas are engaged in primary sector. A shift from tertiary and secondary sector to primary sector is observed in case of rural female during the last two and half decades. In urban areas significant shift from primary sector to tertiary sector is observed for both males and females, which is more pronounced in case of females.

18. Singh D. P. (2010) - This paper examines the employment situation in the city of Mumbai, the commercial and financial capital of India. The migration into the city has always been one of the main factors for the city’s population growth, a pattern that sustains despite the city shifting its activity from the manufacturing sector to the services sector. Using the Census of India data relating to the period 1961-2001 (the next decadal headcount is now underway; in that sense, the Census data is ‘dated’. This is also a constraint profiling a precise contemporary picture), and the latest available information from National Sample Survey of 2007-08 the changing pattern of employment and workforce in the city during last 20 years is sought to be presented. The differences in industrial and occupational profile of workers in terms of their gender, age and migration are analyzed. Over a period of time, there has been a notable loss of employment, of nearly fifty per cent of the workers who were unemployed reported lack of work in enterprises or area, with closure as main reason for their being unemployed. The proportion of employment in the manufacturing sector declined from 41 per cent in 1961 to 20
per cent in 2001 but increased in the trade and commerce sector by 18 per cent and 33 per cent respectively. Another major change observed is the increase in the self-employed workers as compared to regular wage and salaried jobs. The census data reveals that work participation rate of males declined by 5 per cent while the women work participation rate was more than double that at nearly 12 per cent during 1961-2001. As per the Economic Census (2005) the number of non-agricultural establishments increased by 18 per cent but employment in such establishments declined considerably by 17 per cent.

19. Sapna Kapoor & Punam Gupta (2011) - With the decline in employment avenues, the Department of Employment and Self Employment (E&SE), Government of Maharashtra (GoM) felt the need to disseminate information, guidance and advice to unemployed youth on self-employment opportunities, available business avenues and the related training details. The Department has 4.5 million unemployed youth registered with 44 exchanges across 35 districts of Maharashtra. There has been no single point to disseminate this information. The portal for Self Employment Guidance Activities of the Department of E&SE aims to be a comprehensive source of information on all Government schemes; agencies implementing these schemes along with their complete contact details; avenues for business; available professional courses and training facilities; and details of licenses and permits required for establishing any business. The portal also contains areas for
displaying ‘success’ stories of poorest of the poor who have benefited from the guidance provided by GoM and availed schemes offered by the government. Other features provided by the portal include a Bankers Corner to give advice on loans and related processes; details of Non-Governmental Organizations (NGOs) working in the area of self-employment; details of Seva (service) Societies registered with the employment exchanges; a Frequently Asked Questions (FAQs) section with answers to queries of unemployed youth; news and events; and a facility for visitors to the website to provide feedback and suggestions. The portal also provides a Helpline to answer complaints and queries of visitors to the website. Key features of the portal are that it is database driven thus making it dynamic and easy to replicate in any language; Unicode-based so no proprietary fonts are required to display the Devnagari script; user-friendly to cater to unemployed youth with little education; and serves as a single point for all information pertaining to employment and self-employment.

20. Garry Jacobs & Ivo Šlaus (2011) - The recent international financial crisis highlights the crucial role of employment in human welfare and social stability. Access to remunerative employment opportunities is essential for economic security in a market-based economic system. As the rise of democracy compelled nations to extend the voting right to all citizens, employment must be recognized as a fundamental human right. In total defiance of conventional wisdom, since 1950 job growth has outpaced the explosive
growth of population, the rapid adoption of labor-saving technologies, the manifold expansion of world trade, and the dramatic shift from manual labor to white collar work. In an increasingly globalized labor market, current nation-centric theories and models of employment need to be replaced with a human-centered global perspective complemented by new indicators that recognize the central and essential contribution of employment to human economic welfare. Employment and economy are subsets of society and their growth is driven by the more fundamental process of social development. A vast array of unmet social needs combined with an enormous reservoir of underutilized social resources – technological, scientific, educational, organizational, cultural and psychological – can be harnessed to dramatically expand employment opportunities and achieve full employment on a global basis. This paper examines the theoretical basis, policy issues and strategies required to eradicate unemployment nationally and globally.


This paper are concerned with a consideration of what is probably the central process in equitable growth – the generation of productive and remunerative employment. This is of course a concern that is as old as the study of economic growth itself, and underlies all the debates about the possibilities of “trickledown” of growth. But it has acquired particular resonance in India in the recent past because of the apparent transformation of the economy and increase in its growth potential, which has surprisingly not
been accompanied by commensurate increases in remunerative employment. The introductory considers why the recent Indian experience is of particular interest, and identifies some conceptual issues in the growth-employment linkage. The next section describes the pattern of growth in India over the past two decades, and the macroeconomic policies associated with this pattern. The third section assesses the employment performance over the same period, in both aggregate and sectoral terms. It also considers changes in the nature of the labour market and trends in wages. The final section attempts to bring together these different dynamics through a consideration of the enmeshing of government policies and consequent processes, and discusses the possibilities for developing strategies that are more explicitly concerned with productive employment generation.

22. K. Mariappan (2011)\textsuperscript{44} – This book provides a comprehensive account of employment and labour related policies and issues in India. It covers the areas like – demographic trends, unemployment estimates, employment policies and programmes, labour laws, social security, unorganized sector workers, agricultural workers and forced labourers, women workers, child labour, industrial sickness, industrial relations and Indian labour in relation to ILO, WTO and globalizations.

23. Indira Hirway, Neha Shah (2011)\textsuperscript{45} - On examining the dynamics of the processes of change in the status of labour
and employment in the rapidly globalizing state of Gujarat in India, this study shows that the rapid growth in the state has not been shared by labour. This has resulted in the state slipping in poverty reduction, human development and in hunger removal. This study also argues that an unfair deal to labour need not be a part of neo-liberal economic reforms and that providing a just share to labour can contribute towards promoting labour-intensive and equitable growth in the state.

24. **Kamal Chandra Tiwari (2011)** - This study examining various effects of globalization in Mumbai which has been regarded as one of the fastest emerging “Metropolitan cities” amongst Asian cities. The forces of globalization have led to socio, cultural and economic restructuring. It also influenced the mobility patterns in Mumbai, which have been examined in this paper for the first time. This paper is basically focus on following aspects: a) Globalization & Mumbai b) Migration trends in Mumbai c) The availability of physical space in Mumbai. d) Transition in the pattern of employment.

25. **S. Mahendra Dev and M. Venkatanarayana (2011)** - Increase in the share of youth population due to demographic ‘dividend’ or the ‘youth bulge’ seems to be one of the sources of future economic growth in India. Although with increase in school and college enrolment rates, the proportion of youth in the labour force has been declining; their high proportions in the labour force indicate that the problem of youth unemployment and underemployment
would remain a serious policy issue for many more years to come in India. In this context, this paper examines the employment and unemployment situation of the youth in India during the last two-and-half decades viz., 1983 to 2007-08. It analyses the trends in labour force and workforce participation rates, unemployment, joblessness, working poor, growth and employment elasticity’s etc. The paper also offers policy recommendations for increasing productive employment and reduction in unemployment for the youth. The poor employability of the workforce would hamper the advantages due to demographic dividend if measures are not taken to improve the educational attainment and skill development of the youth.

26. Ankita Gandhi and et. al. (2012) - This study analyses employment trends and addresses the problem of creating decent and productive employment in the non-agricultural sector during the first decade of the 21st century. Its primary interest is to examine the transition from informal employment in the unorganized sector towards formal employment in the non-agricultural organized sector. There has been a slight structural shift in employment away from agriculture towards the non-manufacturing sector. An interesting dimension about this transformation is the rising employment in enterprises employing 20 or more workers and a decline in employment in enterprises employing less than six workers. The second half of the decade witnessed a decline in employment in the manufacturing sector, while there was stagnation in services sector employment. With the
rise in participation in education, it is most likely that a larger number of educated youth, especially women, will be joining the labour force in future years, and given the fact that the highest open unemployment rate is among educated youth, this calls for more proactive policies towards employment creation in organized manufacturing and services sectors.

27. Arvind Dhond (2012)49 - Capitalism in its operation in the developed countries utilize the relative surplus labour to extract surplus value, hence their productivity and wages are high while in the neo-colonies they use the absolute surplus value. The use of the absolute surplus value for surplus extraction implies the labour is paid much less than its value or the cost of its reproduction. The Labour market in India has undergone sea changes since 1990s. A large number of footloose industries are emerging, with majority of employment created in the unorganized sector, the labour laws introduced under liberalization policy are making the employment too flexible and the role of trade union is also re-looked upon. MNCs are accumulating wealth at the cost of the poor people of the neo-colonies. In both poor countries and rich, dislocations from economic and corporate restructuring and dismantled social protection have meant heavy job losses and worsening employment conditions. With an increase in labour market flexibility, casualization of labour will increase further in South Asia. Casual workers report the highest incidence of poverty. This paper throws light on the emerging trends in the globalized labour market.
and the problems connected to it on the backdrop of globalization process set in India.

28. **International Labour Organization (2012)**\(^5^9\) - Young Indians face major barriers because of poverty and low levels of human capital. Though educational attainment has risen in recent years, gaining a foothold in the labour market remains elusive for many young Indians. In rural and urban areas, young males are usually employed in casual jobs, while their female counterparts tend to be self-employed. Although a large proportion of young rural women are employed in agriculture, rural males are increasingly turning to the non-farm sector. Among young women, social conditions play an important role in determining labour force participation. In response to these challenges, policies should address the lack of productive employment opportunities for youth. While skills development is crucial, these initiatives should be supplemented by more comprehensive programmes that target the most vulnerable and disadvantaged youth.

29. **Shuchi Misra (2012)**\(^5^1\) - Maharashtra with a geographical area of 9.4% of India constitutes of about 10.2% of the total workers of the country. Employment in the state has changed remarkably from 1961 to 2001 with greater employment being generated by the non-agricultural activities than the agricultural and allied activities. This paper studies the employment scenario of Maharashtra with respect to classification of workforce according to location, employment in different activities, gender and levels of education and
suggests that employment generation in non-agricultural activities especially in rural areas will provide a lot of respite to the rural population and lead to a holistic development of the state.

30. **Shubhendu Shukla & Ashutosh Mishra (2013)** - Implications of economic policies initiated and pursued by the Government for the creation of gainful employment opportunities. After independence, when India initiated the programme of economic development through planning mechanism, neither of the two prevalent economic theories i.e. the Keynesian theory of effective demand and the neoclassical theory of flexible wage rates was not found suitable to the Indian conditions. Poverty reduction has been an important goal of development policy since the inception of planning in India. Various antipoverty, employment generation and basic services programmes have been in operation for decades in India. The ongoing reforms attach great importance to removal of poverty, and addressing specifically the wide variations across States and the rural-urban divide. Anti-poverty strategy has three broad components: promotion of economic growth; promotion of human development; and targeted programmes of poverty alleviation to address multi-dimensional nature of poverty. The various programmes targeted at the poor have been streamlined and strengthened in recent years, including through the NREGS. The influence of macro-economic environment on the industry speeds ahead economy generates more jobs and higher levels of wages and income
through increasing productivity. To achieve these objectives, a series of outward oriented policy changes i.e. industrial reforms, fiscal reforms, monetary reforms, trade policy reform etc. were introduced. An economic reform has been evolving historically and being propelled forward with incredible speed by the technological revolution.

31. **A Report - National Sample Survey Office (2012)** - The National Sample Survey Office (NSSO), as a part of its 68th round survey programme during the period July 2011 - June 2012, carried out an all-India household survey on the subject of employment and unemployment in India. In this survey, nationwide enquiry was conducted to generate estimates of various characteristics pertaining to employment, unemployment and labour force at the national and State levels. Information on various facets of employment and unemployment in India was collected in NSS 68th round through a schedule of enquiry (Schedule 10) adopting the established concepts, definitions and procedures. Based on the data collected during the entire period of survey, estimates of some key employment and unemployment characteristics for each State/UT and all-India have been presented in this document.

32. **Labour Employment and Training Department of Jharkhand (2013)** - published a report concludes that Government of Jharkhand through Department of Labour, Employment and Training is provide enhanced Social Security to its old and helpless persons, to protect the
interests including health, safety and security of its working class in the organized and unorganized sectors in the fast changing economic scenario, to effectively implement various labour laws, to produce trained man power and to provide employment assistance to different skilled persons. Department of Labour, Employment and Training provides Social Security to nearly 15,00,000 aged, widow, disabled and helpless persons of the state by ensuring regular monthly pension to them through Banks and Post offices across the State. The Directorate of Social Security has also insured nearly 50,000 rural landless persons against accident or death of the breadwinner in Aam Admi Beena Yojna with a target of insuring more than 3,00,000 lakh such persons by the end of the 12th five year plan period.

33. **Department Of Employment Government Of Haryana (2013)** undertake a study provide the background information related to the Department of Employment, various schemes implemented by the Department and the historical data in an organized form. I would like to place on record my appreciation for the efforts put in by Sh. H.S. Kataria, Deputy Director, Sh. Ashok Kumar Sharma, Assistant Director, Mrs. Manisha Bhadani, Programmer, Mr. Deepak Kanojia and Miss Nitasha Jain, Junior Programmers for collection, collation & presentation of all the relevant information in a lucid manner. I sincerely hope that this “Employment Guidebook” shall be of immense help to officers of the Department and the public at large.
34. **National Centre for Promotion of Employment for Disabled People (NCPEDP) (2013)**\(^{56}\) - According to the employment projection given in the Eleventh Plan, in the Chapter ‘Employment Perspective and Labour Policy’, “58 million job opportunities will be created in the Eleventh Plan period leading to a reduction in the unemployment rate to below 5%. Over the longer period up to 2016–17, spanning the Eleventh and Twelfth Plan periods, the additional employment opportunities created are estimated at 116 million. The unemployment rate at the end of the Twelfth Plan period is projected to fall to a little over 1%.” There is a wide gap between the employment rate of people with and without disabilities in the country. The target for bringing down the unemployment rate cannot be achieved without addressing the employment issues of people with disabilities, who constitute about 5-6% of the population. It would require proactive initiative on the part of all concerned to ensure that disability is included in the employment programmes of the Government and the private sector.

35. **Bilal Ahmad Khan (2013)**\(^{57}\) - Unemployment are one of the burning issue that nation has been facing since along. Its magnitude has increased in the post reform period. There are wide inter-state variations regarding magnitude of unemployment in India. Though J&K State figures at the lowest level, yet the actual figure is far from reality due to declining importance of employment exchanges of the state for providing data regarding educated unemployment. At the same time employment structure in the state demonstrates
skewed distribution biased towards tertiary sectors. In this paper an attempt has been made to examine the rates and causes of unemployment in the state and present pattern of employment in J&K. Keywords: Magnitude, burning issue, Employment Exchange, J&K.

36. Second Annual Employment & Unemployment Survey (2013)\(^{58}\) - The present report is second in the series of the annual surveys on employment-unemployment conducted by the Labour Bureau. As per usual principal status approach, the all-India unemployment rate in India is estimated to be 3.8 percent. According to International Labour Organization (ILO) the world unemployment rate in 2011 was 6 percent. The unemployment rate is reported to be about 25 per cent in Spain, over 21 percent in Greece and over 14 percent in Ireland. These are the countries most affected by the sovereign debt crisis in Euro-zone. For the entire eurozone the unemployment rate is about 11 per cent. Some of the countries outside the euro-zone too have very high rate of unemployment. For example, South Africa has unemployment rate of about 24 per cent, Egypt over 12 per cent, and even USA over 8 per cent.

37. R.N. Pandey (2013)\(^{59}\) - Provision of increasing employment opportunities both in urban and rural areas to solve the problem of unemployment has been recognized as an important objective of economic planning in India. Large expansion in employment opportunities, utilizing fully the manpower resources of the country and ensuring a
substantial expansion in employment opportunities and expansion of productive employment have been pronounced as important objectives in various Five Year Plans. For formulation and monitoring of plans to solve the unemployment problem in the country, the importance of up-to-date and reliable statistics on various aspects of unemployment need not be over emphasized. Keeping in view this need, such types of statistics are already being collected by various agencies in the country. However, much more needs to be done to improve the quality and coverage of statistics on employment and unemployment, presently being collected by various agencies. In this paper, an attempt has been made to describe briefly the sources of data, concepts and definitions adopted in these sources, etc. Some important statistics on employment and unemployment available from these sources are also given in this paper.

There are shortcomings of the study on Employment and Self-employment exchange. Therefore, this study addresses this gap in the literature in relation to Employment and Self-employment exchange in Maharashtra and Marathwada region.
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