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EMPLOYMENT IN DIFFERENT ECONOMIC ACTIVITIES: A COMPARATIVE STUDY OF PUBLIC AND PRIVATE SECTOR ENTERPRISES



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ABSTRACT

The employment situation in the Indian context has not been quite impressive particularly keeping in view the unskilled and semi-skilled work force. During 1950-70, Indian economy grew by 35 per cent against the projected growth of 5 per cent per annum. Employment grew by 2 per cent per annum while the growth in labor force was 25 per cent, thus, resulting in overall increase in unemployment. During 1970s, 1980s, and 1990s, a number of employment generation and poverty alleviation schemes were implemented with thrusts on gainful employment to the people in the labour force on one hand and improvement in level of income on the other. Some such schemes like Integrated Rural Development Programme, National Rural Employment Programme and Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) etc being presently pursued emerged as a vehicle to provide wage employment through public works programme.

KEYWORDS : Integrated Rural Development Programme, MGNREGA, poverty alleviation schemes.

INTRODUCTION

Hon'ble Prime Minister of India, Shri Narendra Modi said:

Today, the world and India need a skilled workforce" "If we have to promote the development of our country then our mission has to be 'skill development' and 'Skilled India' Millions and millions of Indian youth should acquire the skills which could contribute towards making India a modern

country” “I also want to create a pool of young people who are able to create jobs and the ones who are not capable of creating jobs and do not have the opportunities, they must be in a position to face their counterparts in any corner of the world while keeping their heads high by virtue of their hard work and their dexterity of hands and win the hearts of people around the world through their skills” “We want to go for the capacity building of such young people My brothers and sisters, having taken a resolve to enhance the skill development at a highly rapid pace, I want to accomplish this”²



“Report of the Working Group on Employment, Anning & Policy for the Twelfth Five Year Plan (2012-2017)”

“Economic Planning and Employment

Achieving a high rate of growth of GDP has been the focus of the Indian planning process along with substantial employment generation for creating adequate work opportunities for the rising labour force. Prevalence of unemployment leads to poverty entailed with numerous social problems. In the background of this, providing employment to the labour force has been an area of central concern in all Five Year Plans which have been according due priority to achieve this goal. Initially the generation of employment was viewed as a part of the process of development and not as a goal to be pursued independently of economic growth. The general impression was that employment growth would trickle down resulting in improvement of employment situation. Though employment is treated as a corollary to growth, the trends of the last two decades show that growth has not yielded desired results in the area of employment generation. The rate of growth of employment was found to be slower than the rate of growth of economy. In the light of that, successive plans, strategies, policies and programmes were designed and redesigned to bring about a focus on employment generation as a specific objective”

“The employment situation in the Indian context has not been quite impressive particularly keeping in view the unskilled and semi-skilled work force. During 1950-70, Indian economy grew by 35 per cent against the projected growth of 5 per cent per annum. Employment grew by 2 per cent per annum while the growth in labor force was 25 per cent, thus, resulting in overall increase in unemployment. During 1970s, 1980s, and 1990s, a number of employment generation and poverty alleviation schemes were implemented with thrusts on gainful employment to the people in the labour force on one hand and improvement in level of income on the other. Some such schemes like Integrated Rural Development Programme, National Rural Employment Programme and Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) etc being presently pursued emerged as a vehicle to provide wage employment through public works programme” “It also saw emergence of schemes to promote self employment and entrepreneurship through provision of assets, skills and other support to the unemployed and the poor. These steps led to steady expansion of employment levels. However, the rate of growth of employment lagged behind the rate of growth of labour force. A notable rising trend has been observed in unemployment among educated youth. Another area of major concern has been the quality of employment and level of productivity. These developments are indicative of the fact that growth alone cannot generate sustainable and quality employment opportunities”

“Employment Situation in India

A comparison of major employment-unemployment indicators between 2004-05 (NSS 61st round) and 2009-2010 (NSS 66th round) brings out some important facts:

**Number of People Employed in Public Sector Enterprises Engaged in Different Economic Activities
'000 nos. : 1970-71 to 2011-12**

Year	Total	Agriculture, hunting, etc.	Mining & quarrying	Manufacturing	Electricity, gas & water supply	Construction	Wholesale & retail trade	Transport, storage & communications	Financing, insurance, real estate, etc.	Community, social & personal service	Others
1970-71	10,731	276	182	806	435	880	328	2,217		5,607	0
1971-72	11,305	289	250	885	463	922	378	2,256		5,857	5
1972-73	11,971	305	436	962	494	1,017	416	2,303		6,041	
1973-74	12,480	324	606	1,027	537	997	449	2,313		6,232	
1974-75	12,883	334	694	1,019	508	956	53	2,364	511	6,444	0
1975-76	13,322	359	719	1,113	536	992	56	2,418	490	6,639	0
1976-77	13,767	366	757	1,226	563	1,009	76	2,467	534	6,769	0
1977-78	14,198	387	758	1,355	599	998	83	2,520	580	6,918	0
1978-79	14,675	408	771	1,416	634	1,032	99	2,597	647	7,071	0
1979-80	15,079	431	797	1,446	661	1,068	110	2,651	691	7,224	0
1980-81	13,498	463	818	1,502	683	1,089	117	2,709	748	7,355	
1981-82	13,913	457	832	1,592	698	1,112	113	2,781	815	7,547	
1982-83	16,432	475	884	1,634	720	1,119	118	2,825	872	7,785	0
1983-84		488	927	1,714	731	1,119	124	2,866	913	7,977	16,859
1984-85	17,269	498	974	1,761	760	1,146	131	2,894	983	8,123	
1985-86	17,683	526	966	1,815	785	1,181	131	2,929	1,030	8,321	
1986-87	18,025	557	942	1,862	789	1,085	134	2,970	1,056	8,529	101
1987-88	18,320	554	956	1,867	849	1,214	139	3,011	1,095	8,635	0
1988-89	18,509	554	956	1,862	869	1,146	150	2,974	1,123	8,876	
1989-90	18,782	547	969	1,879	900	1,133	151	3,023	1,164	9,017	0
1990-91	19,058	556	999	1,852	905	1,149	150	3,026	1,194	9,227	0
1991-92	19,209	573	987	1,861	916	1,151	157	3,064	1,214	9,287	
1992-93	19,326	562	997	1,851	931	1,154	148	3,055	1,252	9,377	
1993-94	19,445	545	1,015	1,784	938	1,167	161	3,084	1,273	9,478	0
1994-95	19,689	542	1,013	1,793	967	1,163	166	3,096	1,361	9,586	
1995-96	19,207	520	977	1,657	946	1,150	162	2,936	1,301	9,560	
1996-97	19,802	534	944	1,922	959	1,125	162	3,066	1,307	9,782	0

EMPLOYMENT IN DIFFERENT ECONOMIC ACTIVITIES: A COMPARATIVE STUDY OF PUBLIC.....

1997-98	19,368	530	938	1,606	962	1,112	163	3,036	1,288	9,734	
1998-99	19,415	515	926	1,569	962	1,107	163	3,084	1,295	9,794	0
1999-00	19,314	514	924	1,531	946	1,092	163	3,077	1,296	9,771	0
2000-01	19,138	502	875	1,430	935	1,081	163	3,042	1,281	9,830	
2001-02	18,773	483	861	1,350	923	1,026	157	3,009	1,230	9,735	
2002-03	18,580	506	847	1,260	913	948	182	2,939	1,377	9,609	
2003-04	18,197	493	1,030	1,189	874	932	181	2,815	1,408	9,276	
2004-05	18,007	496	1,014	1,130	860	911	184	2,751	1,408	9,252	1
2005-06	18,188	469	1,146	1,092	849	894	182	2,675	1,390	9,176	315
2006-07	18,002	475	1,137	1,087	849	866	178	2,637	1,369	9,090	314
2007-08	17,674	471	1,121	1,044	796	852	178	2,634	1,347	8,841	391
2008-09	17,795	477	1,112	1,060	839	845	174	2,601	1,356	9,011	320
2009-10	17,862	14	1,103	1,066	835	859	12	2,529	1,413	9,051	980
2010-11	17,548	477	1,090	1,016	831	847	170	2,384	1,361	9,095	277
2011-12	17,609	473	1,075	1,071	819	832	171	2,493	1,362	9,036	277

**Number of People Employed in Private Sector Enterprises Engaged in Different Economic Activities
'000 nos. : 1970-71 to 2011-12**

Year	Total	Agriculture, hunting, etc.	Mining & quarrying	Manufacturing	Electricity, gas & water supply	Construction	Wholesale & retail trade	Transport, storage & communications	Financing, insurance, real estate, etc.	Community, social & personal service	Others
1970-71	6,760	800	410	3,970	50	140	300	100		1,000	
1971-72	6,770	810	350	3,980	50	160	300	90		1,040	
1972-73	6,849	806	251	4,104	45	176	311	79		1,077	0
1973-74	6,794	805	134	4,179	42	121	318	77		1,118	0
1974-75	6,804	818	123	4,108	39	127	309	79	168	1,032	1
1975-76	6,844	827	132	4,158	35	94	287	74	183	1,055	
1976-77	6,867	838	130	4,165	35	83	275	71	186	1,085	
1977-78	7,043	853	127	4,321	34	83	274	61	180	1,110	0
1978-79	7,202	845	125	4,427	34	83	280	71	200	1,136	1
1979-80	7,236	875	125	4,411	35	73	273	71	207	1,166	0

EMPLOYMENT IN DIFFERENT ECONOMIC ACTIVITIES: A COMPARATIVE STUDY OF PUBLIC.....

1980-81	9,381	858	130	4,545	35	72	277	60	196	1,222	1,986
1981-82	9,579	851	129	4,661	36	71	277	60	204	1,259	2,031
1982-83	7,522	847	120	4,626	37	68	275	59	207	1,282	1
1983-84	7,364	815	113	4,494	39	65	276	57	215	1,291	
1984-85	7,309	807	113	4,421	39	70	277	54	219	1,309	0
1985-86	7,374	822	111	4,448	40	69	277	54	221	1,332	0
1986-87	7,364	848	91	4,410	40	58	277	52	229	1,359	0
1987-88	7,391	844	93	4,395	41	50	283	51	238	1,397	
1988-89	7,453	866	96	4,383	39	69	286	51	234	1,429	0
1989-90	7,571	876	100	4,448	40	68	290	52	239	1,459	
1990-91	7,677	891	100	4,481	40	73	300	53	254	1,485	0
1991-92	7,846	912	107	4,566	40	78	296	54	266	1,527	0
1992-93	7,851	916	96	4,545	38	73	301	55	277	1,550	0
1993-94	7,930	883	101	4,630	40	51	302	56	282	1,585	0
1994-95	8,297	897	104	4,827	40	55	310	61	295	1,708	
1995-96	8,572	1,039	102	5,001	40	56	319	60	314	1,641	
1996-97	8,718	977	91	5,207	42	57	321	65	327	1,631	0
1997-98	8,785	912	91	5,247	42	74	323	68	343	1,686	0
1998-99	8,698	871	87	5,178	41	71	323	69	358	1,700	0
1999-00	8,646	904	81	5,085	41	57	330	70	358	1,723	
2000-01	8,652	931	79	5,013	52	57	339	76	370	1,734	1
2001-02	8,432	855	68	4,867	42	56	335	76	391	1,742	0
2002-03	8,421	895	66	4,744	50	44	360	79	426	1,756	1
2003-04	8,246	917	65	4,489	47	45	351	81	458	1,792	1
2004-05	8,452	983	79	4,489	49	49	375	85	523	1,820	0
2005-06	8,805	1,028	95	4,549	40	55	387	87	652	1,878	34
2006-07	9,274	950	100	4,750	50	70	410	100	880	1,950	14
2007-08	9,875	992	111	4,970	51	69	449	104	1,096	1,995	37
2008-09	10,377	896	115	5,198	64	80	472	132	1,311	2,023	85
2009-10	10,846	923	161	5,184	64	91	506	166	1,552	2,140	59
2010-11	11,452	918	132	5,397	70	102	546	189	1,718	2,350	30
2011-12	11,970	924	138	5,526	62	118	599	214	1,914	2,446	29

- As per the usual principal and subsidiary status (UPSS) {usual principal status (UPS) + subsidiary status (SS)} or usual status (US), 40% of the population belonged to the labour force in 2009-10 against 43% in 2004-05. The labour force participation rate (LFPR) for females was significantly lower than that of males both in rural and urban areas both during 2004-05 and 2009-10.
- Similarly, both as per the current weekly status (CWS) and current daily status (CDS) the LFPR had declined in 2009-10 vis-à-vis 2004-05. LFPR was 384% as per CWS while it was 365% (CDS) in 2009-10 vis-à-vis 407% and 381% during 2004-05 respectively.
- Work force participation (WPR) was again lower in 2009-10 vis-à-vis 2004-05 irrespective of the approach for measurement. WPR was 392%, 37% and 341% respectively as per the UPSS, CWS and CDS during 2009-10. In comparison, the rates were 42%, 389% and 35% during 2004-05 respectively.
- The WPR for males was marginally higher in rural areas than urban areas as per UPSS in 2009-10 but was lower in rural areas under the CWS and CDS approaches. But for females, WPR was higher in rural areas under all the three approaches.
- Unemployment rate (UR) had declined during 2009-10 vis-à-vis 2004-05 under all the three approaches. However, the extent of decline was maximum under CDS – 66% in 2009-10 as compared to 82% in 2004-05. Under UPSS, the decline was only from 23% to 2% while the decline was from 44% to 36% under CWS. During 2009-10, UR was significantly lower in rural areas (16%) vis-à-vis urban areas (34%) under UPSS. Under CWS, rural areas had an UR of 33% as compared to 42%. In sharp contrast, under CDS, UR was higher in rural areas (68%) than urban areas (58%)”.

“A comparison of estimated persons in the labour force, work force and those unemployed between 2004-05 and 2009-10 brings out certain important facts:

- While under UPSS, the number of persons in the labour force remained nearly same (4688 million persons in 2009-10 and 469 million persons in 2004-05), the increase in labour force during 2009-10 vis-à-vis 2004-05 was more pronounced under CDS than under CWS. Under CWS, the labour force increased from 4452 million persons in 2004-05 to 4504 million persons in 2009-10 i.e. by 52 million persons. Under CDS, the increase was from 4172 million person-days on a day to 4289 million person-days on a day i.e. by 117 million person-days on a day.
- The work force expansion was also maximum under CDS. It increased from 3828 million person-days on a day in 2004-05 to 4008 million person-days on a day i.e. by 18 million person-days. Under CWS, the increase was to the tune of 9 million persons from 4252 million persons in 2004-05 to 4342 million persons in 2009-10. In contrast, under UPSS, the increase was only 11 million persons – from 4579 million persons in 2004-05 to 459 million persons in 2009-10.
- In line with the above data, estimated number of unemployed people declined sharply by 63 million person-days under CDS – it was 28 million person-days on a day in 2009-10 vis-à-vis 343 million person-days on a day in 2004-05. Under UPSS, the decline was to the tune of 15 million persons while under CWS it was 39 million persons over this 5 year period.
- Under all the three approaches, number of persons/ person-days in the labour force and work force were higher in rural areas vis-à-vis urban areas.
- The number of females in work force has declined both for rural areas and urban areas under all the three approaches during 2009-10 vis-à-vis 2004-05”.

EMPLOYMENT GENERATION SCHEMES

1. Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS): MGNREGS is the largest rural development program in the country in terms of its reach and budget. A vast majority of

MGNREGS works are 'green' in nature given their focus on the regeneration and conservation of natural resources and ecosystems and their main emphasis being on land (farmlands, forests, pastures and waste lands) and water resources. In fact, since the initiation of MGNREGS more than 50 percent projects are related to water through implementation of water conservation works, flood control, irrigation, drought proofing, renovation of traditional water bodies and micro-irrigation. Their main developmental consequences are higher crop productivities and production. Drought proofing activities, floods management works and vegetation belts planted in the coastal areas also reduce the potential damage due to extreme weather events. This aims at enhancing the livelihood security of people in rural areas by guaranteeing hundred days of wage employment in a financial year to a rural household whose adult members volunteer to do unskilled manual work. (Budgetary allocation in 2012-13: INR 33,000 billion). There is ample evidence that even basic MGNREGS works have led to the regeneration of degraded soil, land (farms, forests and pastures) and water resources and the conservation of the assets created. Their green outcomes include reducing soil erosion, improving soil fertility, increasing biodiversity, augmentation of surface and ground water resources for irrigation and household use and increasing carbon sequestration. A number of such outcomes have been highlighted in many states like Karnataka, Madhya Pradesh, Andhra Pradesh, Rajasthan, Kerala and Maharashtra.

2. Self-Help Group: Generally SHGs are formed with the help of NGOs, Government departments, banks, neighbouring SHG members, relatives and interested women. Sometimes a combination of the factors also helps in the formation of SHGs.

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