
Employment Generation against Population Growth: A Hit by India as a Solution for Unemployment Problem

Dr. Vidya K

Dept. of P.G. Studies and Research in Economics, Sahyadri Arts College (A constituent College of Kuvempu University), Shivamogga, Karnataka, India

Dr. Ravindranath N. Kadam

Professor, Dept. of P.G. Studies and Research in Economics, Kuvempu University, Shankaraghatta, Dist: Shivamogga, Karnataka, India.

ABSTRACT

India's labour force reached 47.79 crore in 2011 against 18.07 crore in 1971. Unemployment in the country denotes the wasting of human resource. Late Dr. Abdul Kalam in his presidential address in Vijyan Bhavan said that, "India is a country of villages. Nearly 700 million people of India live in the rural areas in 600,000 villages. Connectivity of village complexes providing economic opportunities to all segments of people is an urgent need to bridge the urban rural divide, generate employment and enhance rural prosperity". Unemployment means a person willing to work at existing wage rate but unable to find a job. Today, India is emerging as fast growing economy in the world scenario. Poverty and widespread unemployment are the serious problems of India. In this paper trends in growth rate of population, growth rate of labour force growth rate of employment, growth rates of employment in organized sector, employment in public and private sector, population and labour force projections, government schemes and programmes, etc., have been discussed.

KEY WORDS

Connectivity, employment, human, generate, segments.

INTRODUCTION

India's labour force reached 47.79 crore in 2011 against 18.07 crore in 1971. Unemployment in the country denotes the wasting of human resource. Late Dr. Abdul Kalam in his presidential address in Vijnyan Bhavan said that, "India is a country of villages. Nearly 700 million people of India live in the rural areas in 600,000 villages. Connectivity of village complexes providing economic opportunities to all segments of people is an urgent need to bridge the urban rural divide, generate employment and enhance rural prosperity". Unemployment means a person willing to work at existing wage rate but unable to find a job.

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At the time of independence, the planners of India's future had dreams of economic independence and freedom from want, ignorance and nastiness. The dream of planners was to have Socialistic Pattern of Society where there are no Capitalistic exploitation as well as Communistic regimentation. Though Indian economy was developing, the targeted rate of growth of economy in the five year plans has not reached. An important objective of planning in India has been to provide for increasing employment opportunities not only to meet the backlog of unemployed but also the new addition to labour force. To understand the concept of unemployment, it is necessary to know the concept of labour force. All those persons, who are able to work and are working regularly, comprise work force. Work force refers to employment. Those people who are able to work and seeking a job but ultimately are not getting job, will be termed as unemployed. Work force includes the working age group between 15 years and 59 years.

Since 2009-2010, the rate of unemployed in the country between the age group 15 and 29 has increased. According to the 2014 Global Employment Trends the unemployment rate has raised to 3.8 percent which was 3.7 percent in 2013. In the report of International Labour Organization (ILO), it is said that, India has shown rise in the unemployment.

The higher population growth rate of India per annum has posed another pressure on supply side in the labour market. The large population of India and its large scale dependence on agriculture have contributed not only to growing unemployment and under employment. The Indian economy was dragged because of wars with Pakistan and China, repeated natural devastations like droughts, food crisis and inflation. During sixties India faced sever food crisis with existing foreign exchange crisis. The gap between the supply of labour and employment opportunities is widening and creating unemployment problem which in turn poverty in the nation. Today the unemployment and poverty problems are the major headache of India. The labour force pressure, slow growth of the economy, adoption of over capital intensive technology, defective education system, *etc.*, are not good for the economy. The major causes of unemployment are explosion of population, lack of professional and technical education, development of a tendency of rural people to migrate to towns and cities in search of jobs instead of showing interest in self-employment, lack of practical knowledge to the educated people, physical weakness and unfit for heavy and hard manual work, people mentally weak don't go for white collared jobs and prefer small jobs of less risk, social prejudices to start small business, existence of under industrialized regions, shortage of vocational and technical education institutes, anti social attitude, *etc.*, Vast unemployed people may become the source of dangers to the society.

This leads following effects-

- i. Unemployed youth may engage themselves in undesirable and anti social activities.
- ii. Lower standard of living, low standard of public health and rise in poverty in the economy.
- iii. It magnifies social unrest and imbalance in the country.
- iv. Creates hopelessness among youth.
- v. The unemployed poor people find it difficult to manage the rising cost of living.

The problem of poverty cannot be solved without solving the problem of unemployment, for which controlling population growth on one hand and generation of employment opportunities on the other are the only solution. If the gap between the supply of labour and available employment opportunities is not matched that gives birth to unemployment. Filling the gap between demand for labour and supply of employment is urgent need.

TRENDS IN GROWTH OF POPULATION, UNEMPLOYMENT AND GROWTH OF EMPLOYMENT

The rate growth of population has come down to 2.27 percent between 1972-73 and 1977-78, to 2.19 percent between 1977-78 and 1983, to 2.14 percent in 1983 to 1987-88, to 2.1 percent in 1987-88 and 1993-94 and to 1.93 between 1993-94 and 1999-2000. The population growth rate reached 1.64 as per 2011 census (Table-1). Decreasing trend of population growth has been reducing the pressure of labour force. The rate of growth of employment per annum was 2.73 percent during 1972-73 to 1977-78, 2.17 during 1977-78 to 1983. The employment growth rate decreased to 1.54 during 1983 to 1987-88 increased to 2.43 during 1987-88 to 1993-94 and again decreased to 0.98 percent during 1993-94 to 1999-2000. The rate of growth of labour force increased to 1.7 in 2011. The rate of growth of population and labour force. Because of public awareness and improvement in the popularity of family planning, the annual growth rate of population is a declining. The annual growth rate of labour force has also shown declining trend which was 2.94 for the period 1972-73 to 1977-78 and reached to 1.03 in 2011. The annual growth rate of employment was 2.73 for the period 1972-73 to 1977-78 decreased to 2.17 during the period 1977-78 to 1983 again to 1.54 during 1983 to 1987-88, increased to 2.43 during 1987-88 to 1993-94 and decreased to 0.98 during 1993-94 to 1999-2000. Following tables give details.

Table 1. Rate of Growth of Population, Labour Force and Employment

Period	Rate of Growth of Population Per Annum (Percent)	Rate of Growth of Labour Force Per Annum (Percent)	Rate of Growth of Employment Per Annum (Percent)
1972-73 to 1977-78	2.27	2.94	2.73
1977-78 to 1983	2.19	2.04	2.17
1983 to 1987-88	2.14	1.74	1.54
1987-88 to 1993-94	2.1	2.29	2.43
1993-94 to 1999-2000	1.93	1.03	0.98
2011	1.64	1.7	

Source: Planning Commission and Economic Survey, 2001-02 & Indian Economy, Mishra & Puri, Himalaya Publishing House, 2013 ed, pp-110.

POPULATION AND LABOUR FORCE PROJECTIONS

The following table gives the picture of projections of population and labour force in India.

Table 2. Population and Labour Force Projections

Year	2011	2012	2013	2014	2015	2016	2017
Total Population (0+)	1210.2	1227.1	1244.0	1260.6	1277.1	1293.5	1309.7
15 and above Population (%)	70.2	71.0	71.8	72.6	73.4	74.2	75.0
Population (15 and above) in million	849.6	871.3	893.2	915.2	937.4	959.8	982.2
LFPR for 15 and above age group (%)	56.3	55.4	54.6	53.7	52.9	52.0	51.2
Labour Force (15 and above) in million	477.9	482.7	487.2	491.5	495.4	499.1	502.4

Source: Govt. of India, Planning Commission, 12th Five Year Plan 2012-17 (Delhi, 2012), Volume III, Table 22.13, Page 135 (Indian Economy, Mishra & Puri, Himalaya Publishing House, 2013 ed)

Table 3. Employment in Public and Private Sector

Year	1981	1991	2001	2005	2010	2011
Public Sector	154.84	190.58	191.39	180.07	178.62	175.48
Private Sector	73.95	76.77	86.52	84.52	108.46	114.52
Total	228.79	267.35	277.91	264.59	287.08	289.99

Source: Indian Economy, Mishra & Puri, Himalaya Publishing House, 2013 ed table 12.4, Page168

Table 4. Growth rates of Employment in Organized Sector

Year	Public Sector	Private Sector	Total Organized Sector
1991	1.52	1.24	1.44
1992	0.80	2.21	1.21
1993	0.60	0.06	0.44
1994	0.62	0.01	0.73
1995	0.11	1.63	0.55
1996	-0.19	5.62	1.51
1997	0.67	2.04	1.09
1998	-0.09	1.62	0.46
1999	-0.02	-0.57	-0.09
2000	0.68	0.97	0.17
2008	-0.65	1.75	0.05

Source: Planning Commission and Economic Survey, 2001-02.

The growth rate of employment in public sector is decreasing sharply in the decade of nineties where as it has fluctuations in private sector. The total rate of growth of employment varied between -0.02 and 1.52 during the period 1991-2008. Since inception of new economic policy in 1991 the employment in public sector is declining where as in private sector is increasing. But the increase in the growth rate in private sector is not satisfactory. To overcome the problem of unemployment both in public as well as in private sector the growth of employment is quite essential.

Though India has rigid labour laws, she is evidence of having all varieties of employment related problems such as general unemployment, underemployment, disguised unemployment, seasonal unemployment, skilled and unskilled unemployment, unemployment in organized and unorganized sector, contract labour, bonded labour, etc., India. Both legislative as well as technological reforms have been initiated by the government for bringing dynamism and efficiency in the labour market.

GOVERNMENT EFFORTS TO OVERCOME THE ISSUE

Technological reforms encompass the notification of 'Ease of Compliance to maintain Registers under various Laws Rules, 2017' wherein 56 forms or registers approved under 9 Central Laws and Rules made into 5 general registers or forms. For creating additional jobs and promoting inclusiveness, public employment generation programmes remain major instrument. With a view to enhancement of the efforts for creation of jobs, the government of India has enhanced budgetary allotment for anti-poverty programmes and employment generation schemes. Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is a world's largest employment generation programme During 2016-17, about 5.12 crore households totaling 235.4 crore person days have been provided with employment and of this 56 percent women, 21 percent SCs and 18 percent STs were generated. The amount allotted for this is highest in the year 2017-18.

During 2016-17, Rs. 3,000 crore have been allocated to Deendayal Antyodaya Yojana -National Rural Livelihood Mission (DAY-NRLM), and 52 lakh households through 4.5 lakh new SHGs have been added. At present there are 3.5 crore households in 31 lakh SHGs. For urban poor, Deendayal Antyodaya Yojan- National Urban Livelihoods Mission (DAY-NULM), through setting up self employment scheme by giving credit at subsidized rates of interest pass on the skill training for self and wage-employment. The Government has now extended the scope of DAY-NULM from 790 cities to 4,041 towns in the country. Till now, 8,37,764 beneficiaries have been skill-trained, 4,27,470 persons have been given employment, 1,90,224 Self- Help Groups (SHGs) have been created, 1,26,399 SHGs have been given Revolving Fund (RF) and 2,66,443 SHGs have been given with bank linkages.

To meet up varied demands of a growing Indian economy, skilled labour force is necessary to hit the benefit of demographic dividend. Sector wise study, by National Skill Development Corporation (NSDC), estimated the additional human resource requirement of 103.4 million for 24 high priority sectors by 2022. Need of training is estimated to be 126.87 million by 2022. For this requirement, the Government pass on short term skill training through Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and long term training through Industrial Training Institutes (ITIs). In every district Model Skill Centers have been set up. The spotlight currently is on increasing the quality of Skill Training Programmes and making Job Oriented Training target. In the year 2013, National Skill Qualification Framework (NSQF), a competency-based framework, Social Infrastructure, Employment and Human Development was notified. National Skill Qualification Framework focuses on learning outcomes and gives persons an choice to progress through education and training and gain recognition for their previous learning and understanding.

SOLUTIONS FOR OVERCOMING THE PROBLEM OF UNEMPLOYMENT

- i. Controlling population.
- ii. Creating awareness about the benefits of population control among people.
- iii. Increasing the number of vocational education institutions and encouraging the youth to get suitable professional education.
- iv. Government should increase the speed of industrialization in the areas of less industrialize and increase the employment opportunities.
- v. Government should support and develop village and cottage industries so that migration of people towards urban areas in search of jobs would be avoided.
- vi. Encourage and motivate the rural and urban youth to become entrepreneurs and support them to build new industries.
- vii. Motivate and train the farmers to adopt better methods of agriculture and love their profession.
- viii. Increase the financial facilities and sources to agriculturists so that they can adopt new technology in agriculture.
- ix. Increase the financial facilities and sources to the new entrepreneurs.
- x. Encourage the unemployed youth for self employment.

CONCLUSION

India's labour force reached 47.79 crore in 2011 against 18.07 crore in 1971. Unemployment in the country denotes the wasting of human resource.

Nearly 700 million people of India live in the rural areas in 600,000 villages. Connectivity of village complexes providing economic opportunities to all segments of people is an urgent need to bridge the urban rural divide, generate employment and enhance rural prosperity". Today, India is emerging as fast growing economy in the world scenario. Poverty and widespread unemployment are the serious problems of India. The rate of unemployed in the country between the age group 15 and 29 has been increasing. The government through its effective schemes trying to increase the employment opportunities in India.

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