

How more employment opportunities
can be created in India?

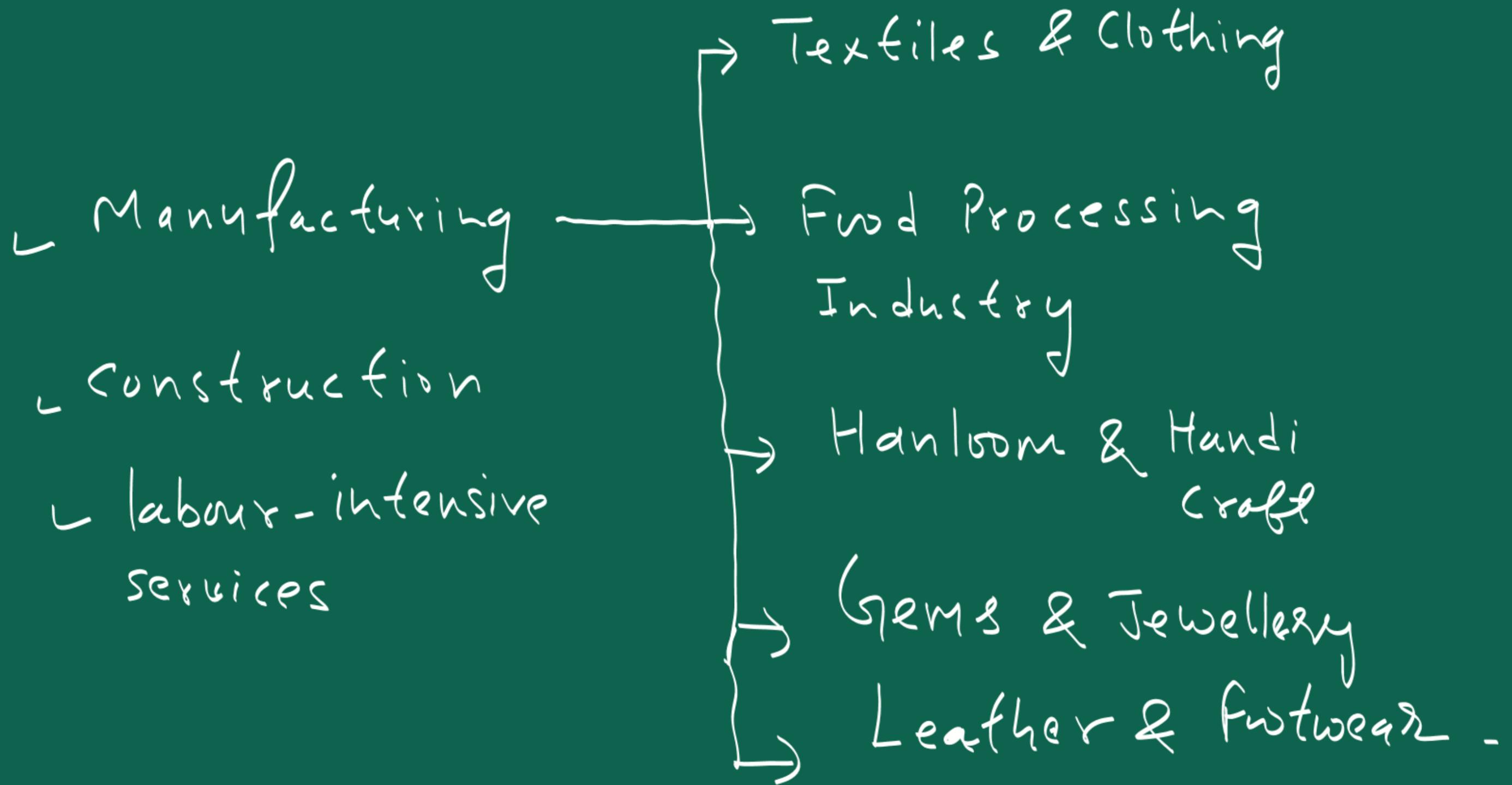


Five broad policy actions
need to be taken.



1. The implementation of those macro-economic policies which can accelerate India's GDP.

2. The implementation of sector-specific policies for the development of those sectors which have higher employment potential.



3. The implementation of the targeted programmes of income & employment for those people who are not able to integrate with the mainstream economy.

(4) Providing vocational education & training to the people so that they can be made more employable.

(5) To reform labour laws in such a manner that more & more labour is absorbed in the process of production.

Thus India can make a suitable strategy of employment creation.

Informalisation of the labour market

(i) Meaning -

A process under which formal employment is gradually substituted by informal emp.

More & more temporary &
contract workers are used in the process

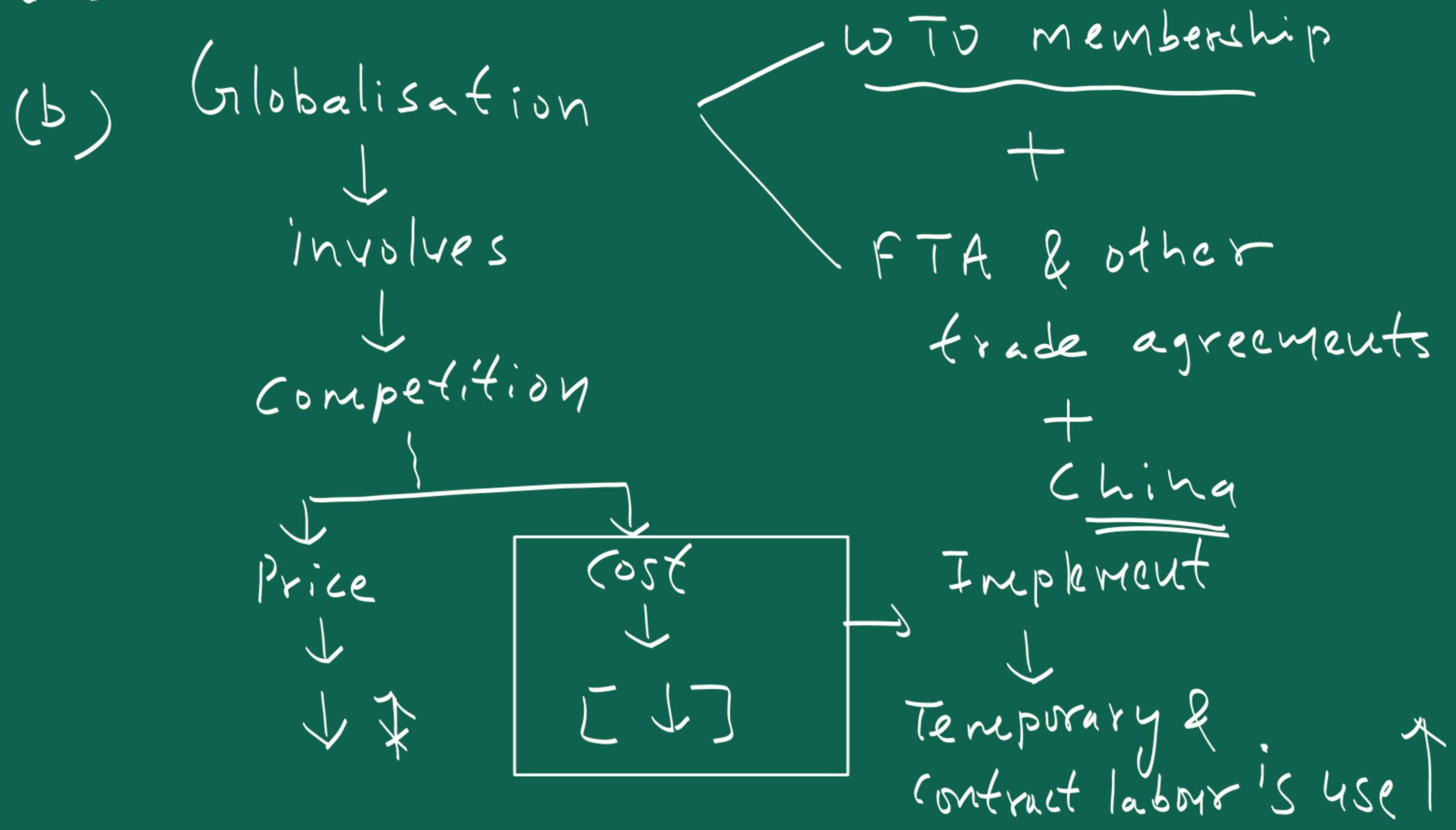
of production.

India is no exception of this condition.

According to a report of the World Bank (Systematic Country Diagnostic, 2018), the share of temporary & contract workers in

the organised manufacturing sector of India was 14% in 1996 & it got increased to the level of 34% in 2011.

(a) Complex labour laws.



(iii) Why it is bad?

✓ No job security

✓ No social security

✓ less income

✓ bad working conditions

✓ No such benefits as casual leave, holiday etc.

✓ less dignity

✓ less/no protection under labour laws etc.

The lower LFPR for females in India

Intro.

Labour Force Participation Rate

↓
Per 100 of people
(15 to 59 years)

↓
Working

+

↓
Non-working
but searching^g job

The female LFPR in India is quite less & less than half of that of males. This has serious repercussions regarding women empowerment.

Responsible factors -

The Eco. Survey - 2018-19
classifies these factors into two
broad categories -

I. Supply-side Factors

- (i) Increased interest in getting education among young females.
- (ii) The income effect of the MGNREGA.

(iii) Social constraints.

(iv) Social responsibilities
of Care economy. etc.

2. Demand - Side Factors -

- (i) Gender wage gap.
- (ii) lack of part-time regular jobs.
- (iii) Security concerns
- (iv) Mechanisation of agriculture etc.

Note -

Research by Lagarde & Solberg
(2018)

↓
If LFPR for females
becomes equal to that of males, then-

↓
GDP will increase

↓
27%

(i) Intro.



An emerging sector of the labour market in which people work like freelance workers.

It is a kind of flexible job through which a specific task (like delivery of food items, providing taxi services, repairing of ACs etc.)

is performed on the basis of the payment of fees.

Under, the traditional employer-employee relationship does not exist.

This type of work can be provided directly or through various platforms like Ola, Uber, Zomato etc.

Such workers are called platform workers, gig-workers, on-call workers etc.

Benefits

- (i) Flexibility
- (ii) It can supplement income without impacting main economic activity.

Factors contributing in the growth of gig-economy.



(i) Increased digitalisation.

(ii) Desire for having more sources of income.

Demerit

—



Promotes informalisation
of labour market.

Impact on Women Emp.



Positive

Why → flexibility

Methods of unemp. estimation

1. CWS = Current Weekly Status



If a person does not emp. even for one hour, then, he is considered unemp.

↓
In a week just prior to the survey date

2. Usual Status (PS + SS)

↓
Principal
status

↓
Subsidiary
status

↓
If a person works at least for
30 days in a year, then, he is
considered emp.

3. CDS = Current Daily
Status



week



Each day is taken into account

Survey of Emp. Unemp.

↓
PLFS = Periodic Labour Force
Survey

↓
Since 2017

↓
Rural

↓
Annual

↓
Urban

↓
Annual +
Quarter

↓
All India

↓
Annual

Note -

Responsible Ministry



MOSPI



Ministry of Statistics
& Programme Implementation