

TWELFTH FIVE YEAR PLAN AND EMPLOYMENT CHALLENGES IN INDIAN LABOUR MARKET: A STUDY WITH REFERENCE TO MANUFACTURING SECTORS

Dr. Vinod Kumar Srivastava,

Associate Professor,

Department of Economics & Rural Development,

Dr. Ram Manohar Lohia Avadh University, Faizabad.U.P.

ABSTRACT

The challenges of employment in India are complex and which are not reflected in the low levels of open unemployment. The most important challenge is the large number of 'working poor' and under-employed engaged in low-productivity activities in the unorganized sectors. By the current poverty line (equivalent to about US\$ 1.25 per day in terms of purchasing power parity or PPP), one-fourth all workers about 188 millions are poor. They are largely either casual workers or own-account workers. If the current poverty line is raised to about US\$ 2 per day (in terms of PPP), the percentage of working poor will increase to nearly 58 percent number of such workers would be around 276 millions overcoming the low productivity and poor income streams of this large group is indeed a gigantic task. Furthermore, these figures do not fully capture the vulnerability of the working poor in Indian labour market. The low earning are compounded by deplorable conditions of work in many informal-sector enterprises, as well as in the work premises of self-employed workers engaged in petty activities either at home or on the streets. They suffer from high health-risks as well as lack of safety standers.

Keywords: Gross Domestic Product, Growth Rate, , Purchasing Power, Unemployment

INTRODUCTION

An Attempt has been made in this paper to present an overview about **"Twelfth Five Year plan and Employment Challenges in Indian Labour Market: A Study With Reference to Manufacturing Sectors"**. The paper is divided into Five Sections. Section first covers a brief Introduction about the theme. Section second deals with Employment Opportunities in Manufacturing Sectors. In Section third Labour market and employment Conditions in India: A Study

is being discussed. Section four explains Unemployment problems and jobs Opportunities in India. The Paper concludes with section five which gives some suggestions about policy makers for betterment of Employment Opportunities in Indian Labour Market. The present study is based on Secondary data.

Although, overall, open unemployment is low, the problem of youth unemployment, particularly that of educated youth, is gradually

becoming a major concern. About 30 percent of the total unemployed in the year 2011-12 were graduates and above, up from 21 percent in 2004-05. Differently put, the rate of unemployment among graduates (including technically trained), and diploma holders was around 18 percent. Then there will be the new entrants in the labour force and the so-called 'demographic dividend'. India's labour force is growing to brisk rate despite the fact that more young people are increasingly opting to prolong their years of education. By 2030 India's workforce will be larger than that of China. Most of the new entrants will be in the urban areas. Providing education and skills to the growing young population and meeting their jobs aspirations pose huge challenge. As the pace of migration and urbanization is likely to accelerate in the future, there will be the huge task of planning urban growth and formulating effective labour market policies, failure to do so can be disastrous.

The unequal access of women total employment, and discrimination in the labour market, poses yet another challenges. An important reason for the declining participation of woman in work is lack of appropriate employment opportunities in Indian labour market. In the wake of rising educational levels, coming years will witness insure in the number of educated women; many of them will be graduates or more. At present, qualified women have much higher labour force unfortunately not been able to create enough jobs even for the limited number of educated the very high rates of unemployment of young women-around 23 percent among 15 to 29 years old women, which is double that of their suitable employment opportunities for the youth bulge is particularly acute with regard to young women. The inequalities and disparities that exist in access to employment across regions and social groups remain a huge challenge in India. This is particularly evident in the distribution of formal regular jobs and employment in productive sectors, which is skewed in favor of dominant groups and certain regions. Not surprisingly, states like Bihar, Odisha, Uttar Pradesh, Madhya Pradesh, which carry the tag of 'backward' states, fare the worst on all

indicators of good quality employment and the historically disproved groups like the SCs and STs Resident in these state thus face a doable disadvantage in access to decant employment opportunities in Indian labour market.

The objectives of the plan will be met by the selection of the enterprises in select sectors. The selection of the sector that is included in the plains has been on a 'bottom-up-cum-top-down process India's New Manufacturing plan is not made on the blank slate. Manufacturing enterprises are operating in the country in large variety of sectors. There are competing with on another and with enterprises from abroad too. They understand the constraints in India on their competitiveness and growth, as well as opportunities before them. Therefore, associations of enterprises in various sectors were encouraged to prepare plans for their sector's growth, along with the central Government ministry and department responsible for the sector. They have indicated responsible for the sector. They have indicated when the enterprises (and their association) will the selves be responsible for and the support requited from Government. Some sectors have been identified as critical in achieving the overall manufacturing goals. The key characteristics of these sectors are:

➤ **Sectors of strategic importance**

It is essential for the country the development manufacturing capabilities in certain sectors for ensuring national security and self-reliance. Industries such as Defense Equipment, Aerospace, Capital Goods, Electronics Systems Design and Manufacturing (ESDM,) and shipbuilding and ship repair are sectors where greater focus is required to increase indigenization in production.

➤ **Sectors for Basic Inputs**

Availability of high quality raw material and production inputs are essentials for ensuring sustained growth of the manufacturing sector. Industries which are engaged in the production of steel, cement fertilizers, and in the exploration and development of Minerals underpin this growth.

Significant impetus is required towards developing production capacities in these sectors.

➤ Sector for Depth and Value addition

These are knowledge-intensive and technology-intensive industries with high growth potential. Developing competitive advantage in the through increasing depth and value addition domestic manufacturing will contribute to long term sustained economic growth. While India has developed good technological capability in certain sectors in this category i.e. automobiles, pharmaceuticals, petrochemical, chemical and paper industry.

Section II

EMPLOYMENT OPPORTUNITIES IN MANUFACTURING SECTORS

Industries such as textiles, food processing leather goods, and gems and jeweler are less capital intensive and more labour absorptive in nature. These are high employment generation industries that are currently dominated by MSMEs. They lack the deployment of sophisticated technologies in their manufacturing processes and instead rely heavily on manpower. Maximum growth in employment is likely to come from these industries and hence their success is imperative for the country to achieve its job-creation goals in Indian labour market. The definition of the sectors was influenced by the ministries are organised. However most of the growth and employment data available under MIC classified does not follow this sectors definition. Therefore I have attempted to correlate the Plans for the sectors (in the way we have defined in this Plan) to the industrial segments as per MIC classification to arrive at the likely scenarios for manufacturing growth rate and employment that will be achieved if the recommendations suggested in this plan are implemented. The provides the likely growth rate and employment figures that would be achieved on a 'business as in' basis with the

manufacturing sector growing as per its historical growth rate with boom in Indian labour market.

Under this Scenario we consider the manufacturing growth rate provided the manufacturing strategy is implemented. Targets for sectoral growth rates in manufacturing were derived by the respective working groups. This provides the starting point towards indentifying the supporting and enabling conditions that would need to be affected to realize the requisite outcomes. One such conditions is that capital investment in the economy needs to be labour supplementing and not labour displacing; to reflect this we have deflated the growth rate of labour productivity in this scenario. The creation of 70 million additional jobs is a possibility provided the manufacturing strategy recommendations are implemented, while a 'business as usual' approach will not create the requisite additional employment opportunities Indian labour market.

The Plan is a living process to shape and to strengthen the productivity and competitiveness of a large industrial ecosystem so that much faster can be crated across the countries labour market. Actions will be required in all States, and in many industrial sectors to meet the ambitious national goals for the country industrial sector that this Plan has laid out. This Plan cannot be 'the last word' on all that required to be done. Just as many stakeholders, many sectors and many industry ministries have come together to start this comprehensive col-creative process, others are expects to join too. Thus the snowball will grow into a larger and faster movement. Indeed the preparations of this Plan have already brought forth demands from sectors that did not join the first wave to come on board too. In the directions set by the Plan, they see opportunity for their growth too. For instance, biotechnology deed manufacturing, diagnostics, vaccines, discovery research and clinical services and biotech energy seed manufacturing, diagnostics vaccines discovery research and clinical services and biotech range is emerging as an important focus area for the country.

Table-01**Manufacturing GDP by Sector and Employment Projections**

Source: Twelfth five year plan (2012-2017), Planning Commission, Government of India, New Delhi, pp-96.

Manufacturing Sectors (Excluding Mining)	Contribution to Manufacturing GDP	GDP CAGR 11th Plan	Employment 2009-10	Employment 2016-17	Employment 2024-25	GDP CAGR as per Manufacturing Plan	Employment 2016-17	Employment 2024-25
Food products and beverages	8.7%	7.30%	5.5	6.46	6.94	8.80%	7.29	9.5
Tobacco products	1.70%	4.70%	4.1	4.12	3.61	4.70%	4.35	4.17
Textiles	9.20%	3.80%	8.4	8	6.56	11.50%	12.07	19.14
Wearing apparel	3.90%	7.30%	7.3	8.57	9.2	11.50%	10.94	17.34
Leather products and others	1.30%	4.60%	0.9	0.9	0.79	24.00%	2.22	8.25
Wood and other	2.20%	12.00%	3.6	5.52	8.34	12.00%	5.82	9.57
Paper publishing and other	2.70%	5.80%	1.6	1.72	1.64	8.70%	2.08	2.69
Cock petroleum products, and nuclear fuel								
Rubber and plastic	10.60%	7.50%	0.8	0.95	1.03	10.70%	1.16	1.73
Chemicals and comical products	12.20%	9.00%	1.7	2.2	2.66	12.00%	2.66	4.36
Other non-metallic	6.80%	13.60%	4.3	7.22	12.22	13.60%	7.61	14.03

mineral products								
Basic metals	9.70%	1.90 %	1.4	1.19	0.84	10.30%	1.86	2.71
Machinery and equipment and others	11.10%	8.10 %	3.8	4.68	5.33	16.80%	7.25	16.67
Electrical machinery and apparatus telecom and other	6.00%	12.80 %	1.3	2.09	3.34	12.80%	2.2	3.82
Motor vehicles and other transport equipment	7.70%	6.00 %	1.5	1.63	1.59	13.00%	2.37	4.18
Furniture and other Manufacturing	6.30%	6.30 %	4.3	4.76	4.47	4.47%	5.02	5.43
Total			50.5	60.01	68.83		74.91	123.59

Note: Contribution to Manufacturing GDP as Per GDP Data series provided by CSO-2009-10. Basis of GDP CAGR Eleventh Plan estimates provided in the Annexure. Employment figures are in millions. Employment for 2009-10 does not include employment of 0.20 million for recycling and medical precision and optical watches and clocks.

While we have not included this as a separate section 9 this is included in the Drugs and pharmaceuticals Section) the policies needed for the sector would be given due importance in the ongoing planning process. More such sectors are likely to join the planning process as we of along. With this in mind the process of planning has been designed as an ongoing activity with peri-public reviews to ensure that right policies are provided to encourage new emerging industrial sector and reviewing policies of existing sectors based on the changing global and domestic economic and industrial environment. While there are certain common challenges and underlying solution across

sectors, which have been articulated in the previous section, each sector also has its unique constraints that need to be addressed for betterment of Indian labour market.

National accounts Statistics published by CSO provides GDP data series till 2009-10 for the manufacturing sector. This data was then extrapolated basis the projected growth rates in the economics survey report 2010-11 and adjusted for the slowdown for the lowdown in 2011-12 to estimate the overall growth rate for the Eleventh Plan. The growth rate thus arrived at, has then been used to project GDP . Growth rates as per sectoral working group reports have been considered, it is

important to note that NIC classification at the two digit level for capturing data related to individual sector under manufacturing does not correspond to the classification of sum-sector (eighteen) in the manufacturing strategy. Projected growth rates for the individual sectors as per the respective working groups have been mapped on a best information basis. The outcome of this approach is an average growth rate of 12 percent for manufacturing sector as a whole during the Twelfth Five Year Plan and till 2025 GDP growth rate for the country is assumed to be at 9% for the model. Employment data is quinquennial as published by NSSO. This has been used to calculate labour productivity (GDP/Employment) for 2009-10 for each sector which is a key input variable towards projecting employment. Reflecting recent trends in productivity the labour productivity growth rate has been assumed to be 5% to 6% p.a. Employment in manufacturing declined between 2004-5 and 2009-10 despite an increase in output. Hence it is important to consider a long run view of the trend in labour productivity. As per Papola and Sahu (2012). Labour productivity in India grew by 3.8% p.a. between 1993-94 and 2009-10. It is important to note in the unorganized segment which employs more than 80% of the workforce, manufacturing sector productivity per worker was estimated to be almost one twentieth of the organized sector in 2006-07 (Papola et al., 2011). Hence 6% growth rate has been assumed for the organized sector. This trend is not likely to be sustainable for the Indian labour market. Especially if the objective of inclusive growth needs to be realized. The manufacturing strategy for the

Twelfth Five year Plan aims to address systemic deficiencies in the economy with a clear focus on accelerating to projects the likely impact of manufacturing strategy during the Twelfth Five Year Plan and beyond. The moderate adjustment in labor productivity growth rate from 5% to 6% p.a., reflects the assumption that with increased focus on employment generation, capital investment will supplement labour rather than displace it.

Section III

LABOUR MARKET AND EMPLOYMENT CONDITIONS IN INDIA: A STUDY

It has witnessed that an impressive GDP growth rate of over 6 percent since 1980s, has been particularly rapid since the post reform period of the 1990s. This high growth has contributed to a sustained increase in per capita income and a decline in absolute poverty, as well as modest improvement in standards of living. It has also brought important changes in employment conditions in the country. The structure of the labour market, patterns of employment growth and labour-market institutions play an important role in shaping Indian labour market. There is a lack of analytical documentation on report planned as the first of a series of periodic publications by the Institute for Human Development (IHD), aims to fill the gap.

Table-2

GDP growth and respective share of Formal and Informal sectors

Year	GDP growth rate	Employment (in million)			% share		
		Formal	Informal	Total	Formal	Informal	Total
2011-12	9%	34.5	453.1	487.6	7.08%	92.92%	100%
	7%	34.1	442.2	476.3	7.18%	92.82%	100%
	5%	33.8	431.4	465.2	7.27%	92.73%	100%
2016-17	9%	33.9	522.0	555.9	6.10%	93.90%	100%
	7%	33.0	490.5	523.5	6.32%	93.68%	100%
	5%	32.3	461.0	493.3	6.54%	93.46%	100%
2021-22	7% to 9%				6%-7%	94% to 95%	100%

Source: Twelfth five year plan (2012-2017), Planning Commission, Government of India, New Delhi,

The challenge pertaining to the need for skilling would be further compounded by the fact that 95% of the employment would be generated in the informal sector (as per the National Commission for Enterprises in the Unorganised Sector - NCEUS). The table-2 shows the percent share of formal and informal sector in the employment market. The figures clearly indicate that the informal sector is set to grow more than the formal sector with the growth of economy. Hence, there is urgent need to stipulate measures towards skill development in informal sector. The first report-India Labour and Employment Report 2014- provide analyses of the changes in the labour market and employment since the inception of economic reform. It explores the dynamics of these changes by looking at employment and labour market policies. It also outlines the emerging agenda for policies and action that emerge from such analyses. In this reference we can say that-

- Today, India is counted among the most important emerging countries of the world but employment conditions still remain poor Indian labour market.
- Overall, labour-force to population ratio (in the age group 15 years and above) at 56 percent for the rest of the world. The low

participation in India is largely because the female labour force participation rate (LFPR) is dismally low at 31 percent.

- Even today the large proportion of the workers engaged in agriculture (about 49 percent) contributes a more 14 percent to the GDP. In 58 percent of the GDP barely generates 27 percent of the employments and the share of manufacturing in both employment (13 percent) and GDP (16 percent) in East Asian and South-East Asian countries, This unbalanced pattern of growth is at variance with not just the experience of the fast growing economies of East and South- East Asian but also the economic historical experience of the present day developed countries of the west.
- An overwhelmingly large percentage of workers (about 92 percent) are engaged in informal employment. Over half the orders are self-employed largely with a poor asset base and around 30 percent are casual labourers seeking employment on a daily regular workers, and amongst them less than 8 percent have regular, full time employment with social protection.

- Levels of education and professional and vocational skills are extremely low. Less than 30 percent of the workforce has than one tenth has had vocational training either formal or informal. Although these figures, based on National sample Survey Organization (NSSO) surveys, do not capture many types of skills that skill-acquisition is generally very low.
- Since good quality 'formal' employment is rare access to it is extremely. Disadvantaged social groups such as Scheduled Castes (SCs), Scheduled Tribes (STs) and large sections of the other backward classes (OBCs) are mostly concentrated in low-productivity and in low as agriculture and construction and in low-paying jobs as casual labourers and Muslims are concentrated in petty so-called low productive self-employment. On the other hand, upper-caste Hindus and 'others' (comprising minorities such as jains, Sikhs and Christians) have a disproportionate share of good jobs and higher educational attainments. There is an overlap between poverty and poor quality of employment as well in Indian labour market.
- There is considerable regional differentiation in access to good quality employment. Generally workers in the southern and western states of India have much better access to good quality employment than do workers in states in the central and eastern regions. Himachal Pradesh ranks number one, in particular because of as good performance with respect to woman's employment, while Bihar ranks last in Indian labour market.
- There is considerable segmentation in the labour market in terms of forms of employment, sector, locations, gender, caste, religion, tribe, etc. in spite of increased mobility over the years, scoter dualism and sometimes fragmentation persists in the labour market. There is a great deal of movement between places of

residence and work, and rural-to-rural-urban migration is substantial, especially in terms of circular and temporary migration.

- Women in general are disadvantaged in the labour market in addition to their low share in overall employment; greater proportions of them are engaged in low-productivity low income insecure jobs in farms, and in the unorganized and informal sectors as compared to men.
- As is typical for a poor and developing economy most workers in India cannot afford to be unemployed, hence the level of open unemployment is quite low at 2.7 percent. Even the more comprehensive current daily status (CDS) measure of unemployment reaches only 5.6 percent. In reality the problem is not primarily on of unemployment but lack of productive employment.

LABOUR MARKET PERFORMANCE AND EMPLOYMENT OUTCOMES IN INDIA

Labour markets have witnessed significant changes in two decades since the economic reforms, which started in the 1990s. There are both negative and positive aspects to these changes. Some major concerns that have emerged from the analyses are as-

- There has been increasing in formalization of the workforce. The transfer of workers from agriculture to non-agriculture has been slow, with some acceleration in recent years, but most of the employment generated has been informal and insecure. To illustrate, to percentage share of contract workers in organized manufacturing sector has increased from 13 percent in 1995, to 34 percent in 2011. The growth protected jobs is also slow.

- A noteworthy trend has been the decline in the work participation of females during 2005-12.
- Labour market inequalities are large and disparities and inequalities have generally increased. The most striking is the disparity between the regular/casual and organized/unorganized sector workers.
- The gap between per-worker earnings in agriculture and non-agriculture has considerably widened and now stands at a ratio of 1:6. Thus, there is substantial shift towards income from capital, contributing to the overall increase in income inequality.
- The increasing 'informalization' of employment has gradually eroded the strength of trade unions. As such the space for collective bargaining has been shrinking. Recent years have witnessed a significant rise in industrial unrest in several new manufacturing units, which poses a challenge for industrial peace, and is detrimental to the growth of the manufacturing sector.

Section IV

UNEMPLOYMENT PROBLEMS AND JOBS OPPORTUNITIES IN INDIA

Where are the jobs? This is the question Prime Minister Narendra Modi is repeatedly asked by his political opponents. One answer he has given recently in media interviews is that the jobs that are being created are invisible in the statistics, loans from the Mudra Bank are enabling self employment and as these micro businesses grow they will add employees on or two at a time. Hopefully they will ultimately create millions of jobs in an economy. While creating a nation of micro entrepreneurs is better than doing nothing there is a grimmer reality at work stable and quality jobs are not avowing fast enough if not actually contracting in Indian labour market. While jobs statistics are woefully inadequate

in the Indian context on source that gives us good data is the Labour bureau's quarterly survey of employment trends. It covers eight employment intensive sectors-textiles, leather, metals, autos, gems and jewelry, transport, IT/BPO, handlooms and power looms.

In its latest report covering the July September 2015 quarter the Bureau found that 1,34,000 jobs were created in eight quarters was just over one lakh jobs created in these sectors but the average for the last eight quarters was just per quarter (2013-15). This is lower than the 1.5 lakh jobs created in the previous eight quarters. The Indian jobs machine is stalling and stalling badly. A longer term snapshot based on National Sample Survey (NSS) data shows the same trend: during 1999-2004, 60 million. This implies that during the slower growth period of NDA-I more jobs were created than in the faster growth years of UPA-II before the wheels came off completely during the final years of UPA-II. Though the jobs data provided by the Labour Bureau and NSS are not comparable, the trends are unmistakable. An HDFC Bank report uses another number to make the same point. India's employment elasticity, which measures growth in jobs compared to every percentage point rise in GDP. 0.39 meaning for every 1% rise in GDP. Jobs grew by 0.39%. This elasticity came down to 0.23 in the next decade and fell further to a measly 0.15, Growth no longer means jobs.

The causes for this jobs slowdown are many, inflexible labour laws that make flaring difficult ensure that employers prefer more automation to more hires. This is happening not only in manufacturing. But high quality service industries quarter three of the Big Five Indian IT companies (Wipro, HCL, Tech and Tech Mahindra) saw net hires decline. While this may be a short term blip there is little doubt that automation and productivity in cases have slowed down hiring in IT.

STRATEGIES FOR HIGHEST IMPACT POLICY AND PROCESS INTERVENTIONS

The overall manufacturing strategy outlined in the chapter details many initiatives and actions that address the key challenge in each sector as well as focuses on capitalizing on the opportunities that lie within. Also, recommendations have been formulated to relieve the cross-cutting constraints across sectors. A few high impact strategies emerge, which would serve well to further the overall growth of manufacturing in India. The Central and the State Government are responsible for implementing the various policy related and institutions related recommendations i.e.-

- Align stakeholders in the process of development and implementation of industrial policies for labour market growth.
- Simplify processes for doing business in India by mandating a 'Regulatory impact Assessment' and operational single window clearance across the country.
- Create a level playing field for Indian manufactures through fiscal measures by correction anomalies in duty structure.
- Boost demand for domestic manufacturing regardless of ownership of enterprises, through public procurement backed by minimum threshold quality parameters.
- Bring down the cost of finance for better employment opportunities.
- Improve Government industry and industry academic collaboration.
- Encourage technology transfers and voluntary compliance across the industry.
- Improve technical standards and voluntary compliance, across the industry.
- Improve transport and power infrastructure for better labour market.
- Make industrial clusters more effective by creating both the 'hard' physical infrastructure as well as the 'soft' infrastructure for knowledge creation and sharing for skill development.

- Modernize labour regulations and institution.
- Improve skill availability through skill councils in Indian labour market.
- Ensure social protection to all employees in the manufacturing sector by creation 'sump institution' for workers in transitory phase and development innovation insurance system for the informal sector to improve labour market..
- Improve industrial relations through streamlining of consultative processes and representative institutions.
- Improve the quality of manufacturing managers and supervisors in Indian labour market.

Section V

CONCLUSION

The basic weakness in our employment performance is the failure of the Indian economy to create a sufficient volume of additional high quality employment to absorb the new entrants into the labour force while also facilitating the absorption of surplus labour that currently exists in the agricultural sector, into higher wage, non-agricultural employment. A successful transition to inclusive growth requires migration of such surplus workers to other areas for productive and gainful employment in the organized or unorganized sector. The approach to the Eleventh Plan had, identified the following specific weaknesses on the employment front which illustrate the general failing in Indian labour market, just discussed. Economics seem to discount the larger political and social reality that restricts jobs moonlit; people do not need to do. According to a pink newspaper, the headcount required to generate \$1 billion of software revenues has fallen by half in the last six years. Industry leaders like Vishal Sikka of Infosys and TCS's N Chandrasekaran are retraining staff for higher levels

of automations with lower skill work being automated. Globalization is another issue. When labour can move freely across borders, either legally or illegally, jobs will go to the cheapest workers. When Google delivers us our first driverless cars, the millions of chauffeurs driven out of work will not immediately know whether they should invest in becoming auto mechanics or electronics engineers. Skilling up, and moving cities and countries to where the jobs are not dreamless processes. A fast changing world needs even faster speeds in information dissemination a time and spatial gap between job loss and gain that is not easy to bridge. Jobs lost today may take years to recoup and future technologies like 3D printing may allow out manufacturing even faster, half of existing jobs could be automated in 10-15 years in Indian labour market. Research on success of countries that built effective implementation systems to create sustained competitive advantage across multiple manufacturing sectors provides some principal for a robust implementation process, i.e.-

- Build an implementation system, don't just do the task: Explicit attention to the process of policy development and implementation has been lacking to a large extent in the Indian labour market. An effective implementation system is not limited to the success of a single initiative.
- Systemic experimentation and learning help to progressively and rapidly improve implementation: Even carefully designed programmes are likely to face challenges from unforeseen changes in the environment. Therefore it is important to have learning and feedback mechanism in place to ensure that implementation effectiveness improves through successive cycles. Good policy development and implementation should follow for improvement in Indian labour market.
- Priorities sequence and create momentum through results: Often it takes time for results of policy recommendations to become visible. When results are not

visible, the implementation proves may lose momentum. Therefore to build momentum, some early wins must be targeted for employment growth in Indian labour market.

- Performance measures for government programmes have to be defined consultatively for better opportunities of jobs in Indian labour market.

REFERENCES

- ✚ Nayyar, D. (2014), "why Employment Matters: Reviving Growth and Reducing Inequality", *International Labour Review*, Vol. 153, No. 3, pp. 351-364.
- ✚ Himanshu (2011), "Employment Trends in India: A Re-examination", *Economic and Political Weekly*, Vol. 46, No. 37, pp. 43-59.
- ✚ Jose, A.V. (2013) "Changes in Wages and Earnings of Rural Labourers", *Economic and Political Weekly*, Vol. 48 Nos. 26-27, pp.107-114.
- ✚ Raphael, Steven (2013), "International Migration Sex Ratios and the Socio-economic Outcomes of Non-migrant Mexican Women", *Demography*, Vol.50, No. 3, pp. 971-91.
- ✚ Srivastva, Ravi (2011), "Labour Migration in India: Recent Trends, Pattern and Policy Issues", *Indian Journal of Labour Economics*, Vol. 54, No.3, pp.411-40.
- ✚ ICIMOD (2013), *Improving Livelihoods through knowledge Partnership and Value Chains of Bee Products and Services*, Final Report, Submitted to Austrian Coordination Office, Austrian Development Cooperation, Thimphu, Bhutan, International Center for Integrated Mountain Development (ICIMOD), Katmandu, Nepal.
- ✚ Bhaduri, Amit (2005). 'Joblessness', in E. Hershberg and C. Thornton (eds) *The Development Alternative: Toward a People-*

- Centered Approach, New York: Social Scheme Research Council, pp. 65.86.
- ✚ Nayar, Deepak (2014), 'why Employment Matters: Reviving Growth and Reducing Inequality', International Labour Review, Volume 153, Number 3, pp. 351-364.
 - ✚ Sriglitz, Joseph E., Jose Antonio Ocampo, Shari Spiegel, Ricardo French-Davis and Deepak Nayar (2006). Stability with Growth: Macroeconomics, Liberalization and Development, Oxford University Press.
 - ✚ GOI (2006), Provisional Results of Economic Census 2005: All India Report; Government of India, Ministry of Statistics and Programme Implementation, Central Statistical Organization, New Delhi.
 - ✚ Arif, G.M. and S. farooq (2011), "Poverty, Inequality and Unemployment in Pakistan", Background paper for the IDB Group Member Partnership Strategy (MCPS) Document for Pakistan, Pakistan Institute of Development Economics (PIDE) and Islamic Development Bank (IDB), Islamabad.
 - ✚ Islam, R. (2013) "Integrating Productive Employment into the Post-2015 Development Agenda", Southern Voice Occasional Paper Series No 3 Center for Policy Dialogue, Dhaka.
 - ✚ Kang, S. (2014) "Employment Policy Implementation Mechanisms in the Republic of Korea", Working paper, Employment Policy Department, ILO, Geneva.
 - ✚ Taylor, Lance (2010). Maynard's Revenge: The Collapse of Free Market of Macroeconomics, Cambridge, Mass: Harvard University Press.
 - ✚ Papola. T.S. (2013), Role of Labour Regulation and Reforms in India: Country Case Study on Labour Market Segmentation, Employment Working Paper No. 147, Employment Sector, International Labour Office, Geneva.
 - ✚ Shyam Sunder, K.R. (2012), "Contract Labour in India: The Battle between Flexibility and fairness", in K.R. Shayam Sunder (ed.), Contract Labour in India: Issues and Perspective, [in Collaboration with the Indian Society of Labour Economics (ISLE) and Institute for Human Development (HDI)], Danish Books, New Delhi.
 - ✚ NSSO (2013), "Participating women in Specified Activities along with domestic duties", Technical Report No. 550 (66/10/5), National Sample Survey, National Sample Survey Organization Government of India, New Delhi.
 - ✚ Srivastava, RS. (2006), Trends in Rural Employment in India with Special Reference to Agricultural Employment', forthcoming in the World Bank's India Employment Report.
 - ✚ (2012), World Development Indicators, World Bank, Washington, DC.
 - ✚ Eleventh five year plan (2007-2012) VOL.I, (Inclusive Growth) Planning Commission, Government of India-2008.
 - ✚ Twelfth five year plan (2012-2017), Planning Commission, Government of India, New Delhi,
 - ✚ India Development Report (2008) Oxford University Press, New Delhi.
 - ✚ India-2015 Publications Division, Ministry of Information & Broadcasting, Government of India.
 - ✚ Bachelet, Michelle (2011): "Social Protection Floor for a Fair and Inclusive Globalization", Report of the Advisory Group, ILO, Geneva.
 - ✚ Das, Maitreyi Bordia (2013): "Exclusion and Discrimination in the Labour Market", Background Paper for the World Development Report 2013.

-
- ✚ Duflo, Esther (2012): “Women’s Empowerment and Economic Development”, Journal of Economic Literature, 50(4),.
 - ✚ Parthasarathy, G. (1996): “Recent Trends in Wages and Employment of Agricultural Labour”, Indian Journal of Agricultural Economics, Vo. 51, Nos. 1& 2, Jan- June.
 - ✚ Ogilvie, Kelvin K. (2013): “Reducing Barriers to Social Inclusion and Social Cohesion”, Report of the Standing Senate committee on Social Affairs, Science and Technology Chaired by The Honourable Kelvin K. Ogilvie, Senate, Ottawa, Ontario, Canada.
 - ✚ N. Pani and C. Iyer, ‘Evaluation of the Impact of Processes in the Mahatma Gandhi National Rural Employment Guarantee Scheme in Karnataka’, Bangalore: National Institute of Advanced Studies (NIAS), 2011.
 - ✚ NSSO, Survey of MGNREGA, 2010–11.

Copyright © 2017 Dr. Vinod Kumar Srivastava. This is an open access refereed article distributed under the Creative Common Attribution License which permits unrestricted use, distribution and reproduction in any medium, provided the original work is properly cited.