

EMPLOYMENT GENERATION: OPPORTUNITIES AND CHALLENGES IN INDIA

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ABSTRACT

In the globalized economy, with the increase in competition, workers are required to possess higher levels of skills and knowledge which can enable them to complete their tasks efficiently so on meet the specified quality standards and increase the efficiency of the worth chain process as an entire. Due to the rapid technological changes, and rising complexity of economic activity, jobs are increasingly becoming skill-intensive resulting in skill shortages and thus unemployment. Thus it's required to reform the training and education system so on upgrade the abilities of the workforce so as to facilitate them in applying and diffusing the newly adopted technologies. Such challenges are greater for developing countries like India, which needs more skilled workforce to draw in foreign direct investments (FDI), expand foreign trade, and thereby stimulating industrial and economic development. India has witnessed rising in recent years, driven by the event of new-age industries. The increase in the purchasing power has resulted in the demand for a replacement level of quality of service. With the changing economic environment, it's essential to specialise in imparting and promoting the skill sets of the young population of India because the countries with advanced and improved levels of skills adjust more effectively to the opportunities and challenges of world of labor. In spite of the emphatic stress laid on education and training in India, there's still a shortage of skilled manpower to handle the rising needs and demands of the economy. This study attempts to come back up with the suggestions to attenuate the present differences in the demand and provide of skills in the Indian economy. The approach adopted involves analyzing the skill gap and appraising the prevailing skill development initiatives in India. It further explores the challenges facing the abilities development system in India & proposes solutions that might be adopted to resolve such challenges.

KEYWORDS: *Employment, Development, Economy, Skill, Population, Strategies.*

Introduction

Employment has emerged as a vital subject in the development agenda of most national governments and a number of other international organisations over the past twenty years. In developed countries, concern has been raised over the relocation of jobs because of outsourcing and shifts of capital to developing countries. On the opposite hand, in the developing countries, fears are expressed of displacement of workers in the hitherto protected sectors as results of international competition. Apprehensions have also been raised about the likelihood of an increasing number of laborers getting employed in relatively poor conditions of work, on low wages and without Social Security, as a results of the employers 'pursuit of cost reduction' so as to stay competitive, thus resulting in what's often termed because the 'race to the bottom' in respect of labour standards. The matter has thus assumed global dimensions and tackling it might require international action. At the identical time, global developments will produce their impacts on the use situation within the national economies. Also, it must be recognised that since the character of the matter is substantially different in the developed and developing countries and has country specific dimensions still, an outsized a part of the trouble to satisfy the challenge will should be made at the national level.

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Employment and Challenges in Employment Generation in India

Economies with higher and better levels of skills respond more effectively to the opportunities & challenges of the world of labor. Skill is also defined as the set of competencies essential to hold out the desired tasks in the best way while maintaining the agreed set of quality standards. Skill development could be due to empower the workforce with the required skills, knowledge through vocational or technical training to satisfy the industry requirements and to confirm competitiveness in the dynamic global market. Efforts are made to reflect it in the growth strategy to the extent possible by laying special emphasis on the expansion of sectors with higher employment potential; and by the introduction and implementation of several special employment programmes both for generating full time self and wage employment furthermore as short-term employment publically works for the underemployed. Employment has, however, not been "internalised" within the growth strategy in thus far because the rate and pattern of growth is decided by such other factors as savings and investible resources, technology and aggregate supply-demand balances. Starting the Plan exercise from the use end and to figure out the expansion rate and strategy to realize the goal of employment for dead a specified timeframe has often been mooted, but such an approach has not been found feasible and practicable. for instance, the expansion rate required to come up with the desirable quantum of employment within a period of 5 to 10 years has been assessed to be too high to be achieved with the investible resources in view, and raising the use content of growth significantly has also not been possible in the wake of technological changes and declining employment elasticities of various economic activities. The utilization generation strategy has, therefore, primarily focussed on emphasising faster growth of sectors with high employment potential so on ensure a comparatively higher employment content of aggregate growth. This has been supported, to a particular extent, by some macroeconomic, credit and financial policy measures. Tax exemptions and concessions to small-scale industries and decentralised sectors like handicrafts and handlooms are among the notable samples of such a support. Credit quotas and lower rates of interest for tiny and rural industries have also been a part of the package of assistance for his or her promotion and development, with the target, among others, of employment generation. A sizeable a part of the budgetary resources have also been allocated, continuously since the mid-seventies, to programmes geared toward creating self and wage employment for poverty alleviation. This expenditure has been incurred either within the creation of short-term employment publically works or in subsidies to the poor to amass assets for self employment, together with the targeted bank credit. Employment has, thus, received a high priority within the development agenda in India, particularly during the last twenty years. Various approaches and techniques are tried so as to accelerate the pace of employment generation so as to see that the unemployed get productively absorbed in growing economic activities. it's been recognised that a high rate of economic process is critical, but not sufficient, to come up with employment of the magnitude warranted by the wants of providing jobs to those currently unemployed furthermore as those entering the labour force each year. The quantitative magnitude of the utilization challenge in India is, no doubt, large and will be met only with accelerated and restructured employment-oriented growth over a medium term period. Applying the standards of not only access to income earning opportunities but also of adequate income, social protection and rights, there's a large Decent Work deficit in the employment scene in India. In terms of social protection, most of the workers in the unorganised sector who constitute 92 per cent of the overall workforce don't have any access to Social Security provisions like accident compensation, maternity benefit, insurance, terminal benefits and pension, as provided under various legislative measures which cover only the workers in relatively larger establishments. In theory, basic rights to organise, protest and negotiate are guaranteed under the constitution and law, but poor compliance, lack of organisation and labour market pressures often result in denial of those rights to workers.

A majority of workers are self-employed. The biggest proportion of the self-employed are engaged in agriculture, but a sizeable number also run small and tiny enterprises in several non-farm activities in rural areas or in the urban informal sector. Programmes and policies are formulated to market and assist the self-employed, particularly within the provision of small-scale credit, but there has not been enough specialise in assisting them to graduate to entrepreneurship. A well-focussed policy similarly as programmes for the event of microenterprises ensuring access to inputs, credit, technology, business services and markets alone will cause making employment of the self-employed adequately productive and to enable them to return out of the position.

Challenges in Employment Generation

- **Inadequate Infrastructure:** NSDC has predicted an incremental requirement of 347 million skilled personnel in India by 2022 but the country is faced with a big skill development challenge as over the subsequent decade, per annum approximately 12 million people are expected to hitch the workforce. In contrast, the country encompasses a total training capacity of around 4.3 million, thus depriving each year around 64% newcomers of the chance of the skill development training. It's a serious challenge of devising such huge infrastructure setup to bridge this gap.
- **Zero Industry Interface:** Industry-interface is extremely essential for any education/training institute because it helps within the assessment of demand for skills within the local area/region and thus updating in fact content, Industry linkages have a crucial role in helping an educational/training institute to make a powerful image within the minds of the scholars because it ensures them that the course curriculum is in relevance with the sensible industry requirements. Most of the training institutes have low industry interface as a result of which the performance of the skill development sector is poor in terms of placement records and salaries offered.
- **Lesser Student Movement:** The enrolment in skill institutes like ITIs, and polytechnics, remains low as compared to their enrolment capacity. Main reason for this problem is the student mobilization to urge trained because of the orthodox thinking, reluctant to migrate and low salaries at entry level. Education isn't considered desirable by the scholars and that they prefer an everyday degree because it's more valued than a certificate, other things being equal.
- **Direct Entry:** One in every of the main causes for caliber of coaching is the low frequency of pre-assessment or entrance tests before admitting students to the skill training institutes. Randomly choosing training courses may cause a mismatch between the interests and also the abilities of the scholars as results of which students are unable to address the course requirements and thus drop-outs occur.
- **No Standardization Exist:** There's no standardization of the course curriculum or training delivery systems due to which it's unfeasible to match courses across different training institutes which also creates ambiguity among the scholar about skills which is able to be imparted under a selected course at some training institute. There's a scarcity of standardized approach for measuring and evaluating the competence outcomes.
- **Skills Importance:** The course curriculum of a number of the courses of skill institutes don't provide training that matches the industry requirements due to which they need poor placement records. Thus such outdated and inflexible curriculum makes some training programs completely redundant resulting in supply of specific skills exceeding their demand.
- **Career Counseling:** There's a scarcity of proper career guidance to the scholars Due to the inadequate placement statistics and weak industry linkages of the training institutes. The institutes are often founded in rural areas but the roles offered to the trainees are in urban areas. The absence of data on the character and site of the work ends up in uninformed skill acquisition choices.
- **Expensive:** The price of the training is high which isn't affordable by many of the scholars aspiring for training. In line with the estimates of designing Commission, around 80% of the individuals who enter the workforce don't have the chance for training. Moreover, thanks to unsatisfactory placement records and low salary offers after the training completion, high training cost doesn't appeal the target population.

Recommendations

Based on the analysis, the subsequent recommendations are made to enhance the standard of coaching and to cut back the skill gap in India.

- **Evaluation of Training Institutes:** there's an urgent must provide quality training to the scholars so enhance their employability. Additionally to providing grants to training institutes, NSDC should also develop some techniques to gauge the performance of such institutes and encourage them to perform better. One such initiative are often to produce incentives to the training institutes supported their performance which may be evaluated supported certain criteria e.g. total number of scholars placed with acceptable salary packages, industry. Financial assistance may be provided to such institutes. This may help in increasing competition among the institutes to supply quality training and to urge more and more students placed.

- **Skills Survey:** So as to bridge the gap between the demand and supply of the talents, it's necessary to search out the most causes for this gap. Surveys are conducted to seek out the precise skill requirement from the employers. Analysis of such surveys would help in designing course structures of the training programs and thus standardized course curriculum or training delivery systems will be developed.
- **Enlighten Students:** Students should be made conscious of the present training institutes, courses offered and career opportunities after course completion. Such information are often made available through newspapers, magazines or centralized portals which list all the recognized institutes, courses offered, placement records together with the institute ranking. This can help the scholars to settle on the correct institute and course supported their interests and demand within the market. Moreover it'll also help to keep a check on the fraudulent institutes which are cheating students and don't seem to be credible.

Conclusion

It is evident from our try and assess the utilization and poverty reduction challenge, strategies and policies in India using the GEA framework, that all the elements of the Agenda have found place in policy debate and action in term of recognising the issues and challenges likewise as initiating steps towards meeting them. The degree of attention that every one amongst them has received has, of course, varied. For instance, analysis of the matter and experimentation with other ways of tackling it, have constantly and prominently been attempted within the case of unemployment and employment generation in quantitative terms. Employment generation as a method of poverty reduction has received wide recognition, but in terms of policies and programmes, greater emphasis has been placed on short-term employment for alleviation of current poverty instead of on productive employment for sustained poverty reduction. Social protection, particularly, within the case of the massive mass of unprotected workers within the unorganised sector has recently received special attention; action initiated has, however, been cautious and limited. Elements like occupational safety and health, environment–employment linkages for sustainable livelihoods, entrepreneurship, promotion of technological change and conscious linking of trade and investment policy with employment, have received little attention as a part of employment strategy. In any case, most elements are pursued more or less independent of every other, some that specialize in employment directly and most of them indirectly. There are, however, some samples of integration of various dimensions in policies and programmes, the recent initiatives on child labour being one in all them. To a specific extent, development of an integrated policy framework has been facilitated by international technical and financial assistance. There are several other areas within which similar international technical and financial assistance may well be very useful, like approaches to the availability of social protection to the unorganised sector workers, capacity building within the area of coaching for the new skills emerging particularly within the informal sector, and development of mechanisms for intermediation of technology transfer from international sources, large domestic companies and research and development organisations to the little and micro enterprise within the rural non-farm and concrete informal sectors.

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