

11. EMPLOYMENT

Employment Scenario:

In the planning process, both the Central and State governments focus on providing more employment opportunities and the strategies and policies are suitably redesigned. The total population of the country at 846.3 millions in 1991 had increased to 1028.6 millions in 2001, registering an average annual growth rate of 2.13 per cent. At this rate, it is anticipated to touch 1192.5 millions in 2011 and further to 1339.7 million in 2021. Likewise, the State's population (624.06 lakhs) grew at an annual rate of 1.12 per cent in the decadal period 1991-2001 which would reach 674.4 lakhs by 2011 and 708.7 lakhs in 2021. Out of this population, the active age group population accounted for 57.8 per cent at the all India level whereas it was higher at 63.7 per cent at the State level.

State Profile:

The latest and seventh quinquennial National Sample Survey Organisation's survey throws light on the prevailing employment situation for the year 2004-05. The latest trend points out a reversal of the declining trend in the growth rate of employment registered in the earlier periods. At the National level, the average growth rate of employment registered during the period 1993-2000, was 0.98 percent whereas a higher rate of 2.89 per cent was recorded in 2000-05. Similarly, in Tamil Nadu also, the average rate at 0.24 per cent during 1993-2000 had accelerated to 1.26 per cent during the period 2000-05.

Table-1: Employment and Unemployment Scenario: Tamil Nadu & All India
(lakhs)

Details	Tamil Nadu			All India		
	1993-94	1999-00	2004-05	1993-94	1999-00	2004-05
Estimated Population (lakhs)	578.10	614.30	648.00	8950.5	10041.0	10847.6
Labour Force (lakhs)	292.51 (1.37)	297.51 (0.83)	315.50 (0.17)	3819.4	4060.5 (1.03)	4690.6 (2.93)
Employed (UPSS) (lakhs)	285.60	289.69 (0.24)	308.56 (1.26)	3744.5	3970.0 (0.98)	4578.2 (2.89)
Unemployed (lakhs)	6.90	7.81	6.94	74.9	90.5	112.4
Unemployed Rate (%)	2.4	2.7	2.2	1.96	2.23	2.39

Note: CAGR is given in brackets. Source: NSS Various Rounds.

During 2004-05, against the average annual population growth rate of 0.4 per cent, the growth rate of labour force was 1.2 per cent whereas the employment increased at a faster rate of 1.26 per cent in Tamil Nadu. In the light of this sort of complimenting growth of these crucial indicators, prosperous economic growth is expected to develop in the near future which ultimately would reduce the unemployment rate.

Employment by Activities:

The dependence of agrarian sector with seasonal operations, time disposition and availability for work has been the criteria for measuring employment. NSS takes this as a yardstick to estimate the size of employment. Based on this formula, size of work force on Usual (Principal and Subsidiary) Status (UPSS), Current Daily Status (CDS) and Current Weekly Status (CWS) were classified. Even though, the accepted activity for measuring employment is usual status, the current daily status and weekly status are also

studied to understand the situation of casualization. The data are studied with the limitation of not reflecting the quality of work / income.

Table-2: Employment in Rural and Urban Areas: Tamil Nadu (lakhs)

	Usual status			Current Daily		
	1993-94	1999-00	2004-05	1993-94	1999-00	2004-05
Rural	204.20	200.80	193.81	156.30	156.45	171.16
Urban	81.40	88.86	115.25	72.76	79.53	92.39
Combined	285.60	289.66	309.06	229.06	235.98	263.55

Source: NSS Various Rounds.

The employment in usual status and current daily status was studied for the period 2004-05 in comparison with the previous periods which indicates a decline in rural employment and an increase in urban employment. In terms of Current Daily Status also, similar trend prevailed. The estimated number of employment under usual status and current daily status was calculated by adopting the population estimates of census projection. As per the analysis, a total number of 309.06 lakh persons were working in usual status and 263.55 lakh people under Current Daily Status. The overall usual status employment witnessed acceleration from 0.24 per cent in 1999-2000 to 1.26 per cent in 2004-05.

Industry Group-wise Employment:

The status of employment in the nine fold classification points out that the employment in agriculture sector had declined from 144.29 lakhs in 1999-2000 to 126.70 lakhs in 2004-05. A large scale employment absorption was seen in the case of manufacturing and Services sectors. The employment in service sector had increased from 75.53 lakhs in 1999-2000, to 94.35 lakhs in 2004-05 and an additional employment of 18.50 lakhs was provided by all the components of services sectors viz., transport, storage & communication, financial services and community, social and personal services put together as compared to that of 1999-2000. The share of primary sector had declined from 50.3 percent to 41.6 percent whereas the share of the secondary sector had increased from 23.6 to 27.7 per cent and that of service sector from 26.1 to 30.7 per cent between the two periods. The growth of employment in the services and secondary sectors worked out to 4.7 per cent and 4.4 per cent respectively with the overall growth of 1.14 per cent.

Table -3 : Industry Group-wise Employment: Tamil Nadu

Industry Group	Employment (in lakhs)			
	1999-2000	Percentage	2004-05	Percentage
Agriculture	144.29	49.8	126.70	41.3
Mining & Quarrying	1.36	0.5	1.05	0.3
Manufacturing	52.97	18.3	64.90	21.1
Electricity, Gas and Water Supply	1.02	0.3	0.83	0.3
Construction	14.52	5.0	19.32	6.3
Trade, Hotels & Restaurants	33.72	11.6	40.09	13.1
Transport & Communication	13.04	4.5	15.21	4.9
Financial Services and Community Social and Personal Services	4.85	1.7	10.10	3.3
Public Administration	23.92	8.3	28.95	9.4
Total Employment	289.69	100.0	307.15	100.0
Primary sector	145.65	50.3	127.75	41.6
Secondary sector	68.51	23.6	85.05	27.7
Tertiary/Services Sector	75.53	26.1	94.35	30.7

Source: NSS 55th and 61st Round results.

With a view to assess the status of casualisation, the proportion of regular workers, self employed and casual labourers for 2004-05 was taken into account. A notable reduction in the percentage share of casual workers between the five years was seen. However, the proportion of female casual workers continued to be the same. The status of self-employment has significantly improved both in rural and urban areas, especially in the case of females.

Table – 4: Percentage Distribution of Usual Status Employees

	1999-2000			2004-05		
	Self Employed	Regular	Casual Labourers	Self Employed	Regular	Casual Labourers
Rural Male	35.8	15.3	48.9	39.9	13.4	46.7
Rural Female	38.0	6.9	55.1	46.1	6.6	47.3
Rural Persons	36.7	11.8	51.5	42.7	10.4	47.0
Urban Male	33.0	45.4	21.6	38.0	45.2	16.7
Urban Female	39.4	40.7	19.9	44.3	41.2	41.5
Urban Persons	34.7	44.1	21.2	39.8	44.1	16.1

Source: NSS 55th and 61st Round Results

Employment in the Organised Sector:

One of the structural indicators of employment is the extent of organized sector employment which is dominated by the private sector. The total organized sector employment occupies about 10 percent of the total workers. The increase in the organized sector employment was from 15.63 lakhs in 1991 to 16.45 lakhs in 1996, which worked out to an annual growth rate of 1.03 per cent. After that period, a continuous decline in the organized sector employment was witnessed.

The data collected through EMI Programme provide information at short intervals about the structure of employment in the public and private sectors. It presents the occupational composition and educational profile of employees and helps to monitor the progress in employment generation in organised sectors. However, the data are used with certain limitations. There are uncovered sectors like unorganised, self employment, part time agriculture and allied establishments, household sector, defence and missions abroad. Total organised sector employment for the year 2007-08 (upto December) was 23.03 lakhs, which rose from 22.41 lakhs at the end of March 2007, and 62700 additions were made in the total organized sector employment. The increase in the private sector employment (91.1%) helped to push up the total organised sector employment to 2303.4 thousands. After a gap of nearly about one and a half decade, additions effected in the public sector category of employment are worth mentioning. During 2007-08 (up to Dec) 5600 employees were absorbed by the public sector as compared to 2006-07.

Table – 5: Organised Sector Employment (000s)

	2004-05	2005-06	2006-07	2007-08 (upto Dec)
Public Sector	1512.8	1500.8	1488.3	1493.9
Private Sector	765.9	729.7	752.4	809.5
Total Organised Sector	2278.7	2230.5	2240.7	2303.4

Source: Department of Employment and Training.

An analysis of the 2006-07 data revealed that in all the four categories of public sector employment, there was a drop, wherein, in quasi-government the decrease was steeper (0.06 lakhs) followed by Central Government (0.04 lakhs). The slow absorbing capacity of the public sector had paved way for the growth of unorganized sector.

Informal / Unorganized Sector Employment:

A majority of the workers continue to work in the unorganized sector, outside the purview of statutory cover and are earning wages below the subsistence level. The improved literacy rates and increasing job opportunities in the urban areas encourage migration of the rural folks leaving cultivation. Uncertainties in the monsoons and consequent crop failures push most of the rural population to take up the unsecured jobs offered by the informal sectors. This situation warrants Government's commitment of providing social security and health insurance to unorganized sector workers. The National Commission for Enterprises in the Unorganized Sector was constituted for this purpose and its first report was submitted on May 2006 recommending the creation of an entitlement of a national minimum social security for all the eligible unorganized workers.

The National Commission for Unorganised Employment (NCUE) has segregated the unorganised sector from the organised sector and unorganised employment from that of organised employment using the international definition recommended by the ILO.

The agriculture sector consists of unorganised workers who are mainly self-employed (65%) and casual (35%) workers. The categories of workers coming under unorganized workers include wage workers and self-employed persons.

Social Security Measures for Unorganised Sector:

Social security for the workers is an important aspect of Labour Welfare Policy and ensuring welfare of the workers especially in the unorganized sector is given top priority by the government. In order to implement welfare schemes effectively for the unorganised workers GoTN has constituted separate welfare boards along with the existing Tamil Nadu Manual Workers Social Security and Welfare Boards, viz. Auto Rickshaw / Taxi Drivers, Watermen, Hair Dressers, Tailoring, Handicrafts workers, Palm tree workers, Handlooms and silk weavers, Footwear and leather goods manufacturing and tannery workers., Artists, Goldsmith, Pottery workers and Domestic workers Welfare Boards.

A total sum of Rs.476.04 lakhs was provided as grant to these welfare boards for the year 2006-07. Payment of pension / disability pension to the registered manual workers of the Board at Rs.300/- p.m. has been introduced by the State since September 2006 and has enhanced the maternity assistance to registered female workers from Rs.4000/- to Rs.6000/-. Under this scheme, a total number of 4.41 lakh workers were registered during the period May 2006 – March 2007 and a sum of Rs.369.64 lakh has been received as contribution till the end of March 2007.

Box-1
Swasthya Bima Yojana

The Government of India is implementing various social security measures for certain occupational groups of unorganised sector work force which constitute about 93 per cent of the total work force. The Central Government has introduced a bill in the Parliament. Major insecurities for these workers are the frequent incidences of illness and consequently the need for medical care and hospitalization of themselves and for their family members.

Despite of expansion in medical facilities, illness remains a cause of consideration. Health insurance is the only way to protect poor households against the risk of health spending. Recognizing the diversity with regard to public health infrastructure, the new health insurance scheme 'Swasthya Bima Yojana' was introduced in the country with the aim to facilitate health insurance projects in all districts of the States in a phased manner. The scheme targets the BPL workers.

Source: Goidirectory. com.

Disadvantaged Workers:

Migrant Labour:

The migrants, child and bonded labourers constitute the bottom layer of the working class. These workers are highly vulnerable on account of their lack of physical assets and human capabilities coupled with their extreme poverty and low social status. Migrant workers are driven from homes in search of means of earning livelihoods. Lacking any skills and assets, they happen to end up as unorganised workers both in rural and urban areas as farm labourers and construction workers or rickshaw pullers or street vendors in urban areas; Rural Women are working as domestic servants in urban centres. They are further disadvantaged because of the absence of laws specifically to address their problems. According to Census 2001, total migrants in the country were 314.5 million and that of State was 10.64 million.

Table – 6: Number of Migrants in Tamil Nadu: 2001

(Lakhs)

Sl.No	Reasons for Migration	1981	1991	2001
1	Work/ Employment	19.90	18.18	14.84
2	Business	-	2.33	1.03
3	Education	3.37	3.23	2.41
4	Marriage	59.60	56.73	40.75
5	Moved after Birth	-	-	8.01
6	Moved with Household	33.19	23.99	19.90
7	Others	21.69	26.00	19.85
8	Total	137.71	130.47	106.39

Source: Census of India, Various Issues

Migrants are employed in different kinds of activities. In rural areas, self employment is the main activity followed by casual work and most of the people in urban areas work in regular employment followed by self-employment and casual work. Migrants at the upper end of the spectrum are placed in the organised sector whereas at

the lower end, they settle as casual labourers / petty traders. Unemployment among migrants was very high.

Child Labour:

The 2001 Census had estimated the total number of workers in the State as 278.78 lakhs, of which, 237.58 lakhs were classified as main workers and 41.20 lakhs as marginal workers. Of the total number of main workers, females accounted for 31.4 per cent. The total estimated population of 624.06 lakhs comprised of about 65 per cent of active age group and 27 per cent of under 14 years of age and 8 per cent of old age population.

The overall decline in the number of child workers is attributable to increasing awareness, greater participation in education by children of poor households, efforts of the State / National / International Organization and regulatory frame works. As per NSS 61st round results, Tamil Nadu did not find place either among the States with high percentage of child labour or out of school children.

Table – 7: Age group-wise population and workers – 2001

(Lakhs)

	Population	Main workers	Marginal workers	Total workers	Non-workers
Less than 14	167.11 (26.8)	3.04 (1.8)	1.14 (2.8)	4.18 (1.5)	162.93 (47.2)
15 years to 59 years	397.58 (63.7)	213.16 (89.7)	36.07 (87.5)	249.23 (89.4)	148.35 (43.0)
60 + years	55.08 (8.8)	19.96 (8.4)	3.77 (9.2)	23.73 (8.5)	31.35 (9.1)
ANS	4.29 (0.7)	1.42 (0.6)	0.22 (0.5)	1.64 (0.6)	2.65 (0.7)
Total	624.06	237.58	41.20	278.78	345.28

Source: Census 2001.

The Government has been taking various pro-active measures to tackle the problem of child labour which pose a challenge before the nation. However, the problem is inextricably linked to poverty and illiteracy. Based on the recommendations of Gurupadaswamy Committee, Child Labour Act (Prohibition and Regulation) was enacted in 1986 which prohibits employment of children in hazardous occupations and processes.

The action plan adopted for the elimination of child labour under the Tenth Plan emphasized to include the child labourers along with their family members under poverty alleviation and employment generation schemes of the Government. The National Child Labor project (NCLP) envisages running of special schools for the withdrawn child labourers wherein these children are provided with formal / non-formal education along with vocational training and a stipend of Rs.100 p.m., supplementary nutrition and regular health check-ups. Most of these schools are run by NGOs to whom funds are given through District Collectors. NCLP launched in nine districts of high child labour infelicity in the country in 1988 was expanded to 250 districts during the Plan period.

**Table – 8: State-wise Distribution of Working Children
in the age group – 5-14 years (000s)**

State	1971	1981	1991	2001
1. Andhra Pradesh	1627.5	1951.3	1661.9	1363.3 (10.8)
2. Bihar	1059.3	1101.8	942.2	1117.5 (8.8)
3. Gujarat	518.0	616.9	523.6	485.5 (3.8)
4. Haryana	137.8	194.2	109.7	253.5 (2.0)
5. Karnataka	808.7	1131.5	976.2	822.6 (6.5)
6. Kerala	111.8	92.8	34.8	26.2 (0.2)
7. Madhya Pradesh	1112.3	1698.6	1352.6	1065.3 (8.4)
8. Maharashtra	988.4	1557.8	1068.4	764.1 (6.0)
9. Orissa	492.5	702.3	452.4	377.6 (3.0)
10. Punjab	232.8	216.9	142.9	177.3 (1.4)
11. Rajasthan	587.4	819.6	774.2	1262.6 (10.0)
12. Tamil Nadu	713.3	975.1	578.9	418.8 (3.3)
13. Uttar Pradesh	1326.7	1434.7	1410.1	1928.0 (15.2)
14. West Bengal	511.4	605.3	711.7	857.1 (6.8)
Total	10754.0	13640.9	11285.3	12666.4

Source: GOIdirectory. com.

At the national level the total number of child labour was 126.66 lakhs. An increase of 13.81 lakhs during the decadal period 1991 to 2001 is disheartening. In Tamil Nadu estimated number of child labour at 9.75 lakhs in 1981 census had been reduced gradually to 5.79 lakhs in 1991 and further to 4.19 lakhs in 2001. Among the states, the incidence of child labour was greater in Uttar Pradesh (19.28 lakhs), followed by Andhra Pradesh (10.8 lakhs) and Rajasthan (10.0 lakhs).

Bonded Labour:

The bonded labour stems from a creditor – debtor relationship between employer and the employee. At the national level, the established number of bonded labours was 2.62 million in 1978. According to a study conducted in 1995, there were about one million bonded labourers in Tamil Nadu alone, of which a high proportion belonged to SCs and STs. As per NCUE, cases of bonded labours were found in agriculture, construction, mines and brick kilns in the States of Punjab, Haryana, Uttar Pradesh, Madhya Pradesh, Andhra Pradesh, Tamil Nadu, Rajasthan and Karnataka.

Table -9: Number of Bonded Labour Identified, Released and Rehabilitated by the Centrally Sponsored Schemes during 2005-06

States	Identified and Released upto 31.3.05	Rehabilitated upto 31.3.05	Central Assistance Provided in Rs. Lakhs upto 31.3.05
Andhra Pradesh	37988	31534	850
Bihar	13651	12974	389.28
Karnataka	63437	57185	1578.18
Madhya Pradesh	13087	12200	163.26
Orissa	50029	46901	903.34
Rajasthan	7488	6331	72.42
Tamil Nadu	65573	65573	1661.94
Maharashtra	1398	1325	9.55
Uttar Pradesh	28236	28236	577.07
Kerala	823	710	15.56
Haryana	551	49	0.93
Gujarat	64	64	1.01
Arunachal Pradesh	3526	2992	568.48
Chhattisgarh	124	124	12.4
Punjab	69	69	6.9
Uttaranchal	5	5	0.5
Jharkhand	196	196	19.6
West Bengal	5	5	0.5
Total	286245	266283	6830.42

Source: Goidirectory. com.

Farm Sector Employment:

Farming still continues to be the primary source of employment for a large majority of workers in rural areas. About 86 per cent of the total farmers belong to the marginal and small farmer categories and the income from such activities helps them merely to maintain subsistence levels of living. Income from cultivation for these categories of farmers is very low and they often have to resort to wage employment to meet their expenditure. On the other hand, medium and large farmers relatively well off with better economic assets and social status is usually not employers of labour. Hardly having any form of organization, the wage employees lack a common forum to articulate their problems and often their issues of concern are not addressed adequately. Within the unorganised sector, issues pertaining to marginal and small farmers call for a special focus.

The mid-term appraisal of the Tenth Five Year Plan, Government of India and the Steering Group on Agriculture of the Eleventh Plan, Government of India has confirmed the deceleration in agriculture, particularly in the crop sector after 1996-97. The sector has also not seen a major break through in agriculture technology after the Green Revolution. Productivity deceleration was identified as an underlying factor responsible for the decline in agricultural output. The National Agricultural Policy of 2000 observed that agriculture has become a relatively unrewarding profession due to generally unfavourable price regime and low value addition, causing abandoning of farming and increasing migration from rural areas.

Non-Farm Sector Employment:

The surplus labour force is absorbed in non-farm sectors. It was estimated that through an investment of one crore in a big industry would offer employment for 1-2 persons with Engineering degree or MBA. The same investment in small industry would accommodate nearly 10 persons (BE, Diploma, Degree and unskilled), while SSI would employ 25 persons. Hence, on an average, the government needs to invest Rs.15 lakh crores to provide jobs to 20 lakh people. In the State, about 5.30 lakh registered SSI units are functioning with 36.65 lakh workers. As per ASI data of CSO, Government of India, a total number of 12.68 lakh persons are working in 21000 factories. There is a need to completely revamp industrial training and bring a greater coherence between curricula and market requirements. Educational policy makers must encourage an employment oriented emphasis on secondary education. Enhancing skills and knowledge are the key for generating productive employment and tiny / micro enterprises. Major changes in the Indian economy and the accelerated rate of industrial growth imply a great demand for vocational skills.

Box-2 Employment Guarantee Scheme – Villupuram

The Employment Guarantee Scheme implemented in India is a revolution in the rural lands where chronic poverty and deprivation are cited commonly especially in the poorer districts. A revolution in these areas is happening under implementation of the National Rural Employment Guarantee Act (NREGA). In Villupuram district close to 70 per cent of the households have job cards issued under the NREG Act, implemented since February 2006. More so, 82 per cent of the women in this district get employment and earn Rs.80 per day since April 2007. The NREG Act provides social safety net for the poorest of the poor who registered themselves under this scheme i.e. agreeing to get 100 days of employment to any one of its family members. Through this scheme, the State Governments address the urgent needs of hunger and distress that afflict large parts of India. Villupuram was chosen as one among the 200 districts for the initial phase of the Scheme. The impact of the programme reveals that. Followed by a detailed verification, implementation was initiated – distribution of job cards, receipt of work application, allotment of work to individuals, payment of wages, supervision and evaluation of work done. Social audit (a participatory process in verifying outcomes and strengthen transparency and accountability) at the Gram Sabha was started at 25 Gram Panchayats in 5 blocks. Auditing was followed by a public hearing at the district level which confirms providing jobs and wages to the deprived. Findings of the Audit: Daily minimum wage of Rs.80/- was being paid to every one within a weeks' time. Contracts and machines disappeared at NREGA work sites. It has become a mainstay for the women because many were working for Rs.30 to Rs.40 per day earlier. The mobility of the women was visibly seen as they move to the work sites with their belongings; this in turn positively impact on the economic conditions of the poor and marginalized rural communities. Very little awareness on the concept of work on demand, unemployment allowance and availability of work site facilities has improved to 80 per cent after social audit. Employment is rational in many gram panchayats and work is rotated between different wards in successive weeks. However, this rationing will disappear when there is a change from supply to demand driven employment. Shelf of work insisted by the social audit will also minimize rationing. Absence of adequate work site facilities such as lack of water and child care arrangements was noticed.

Multiple balwadis and anganwadis were suggested to rule out this.

The Hindu dated 14.8.07 by Nirmala Lakshan).

Vocational Training:

The country requires technical and skilled manpower. However, vocational education and the secondary stage of schooling has achieved only partial success. Students prefer general courses and they constitute the bulk of 60 million educated unemployed youth. The dropouts at class X and VIII are approximately 21 million. As against this, available formal training capacity of the country is only 2.3 million, which leaves a gap of 18.7 million. In addition to this, there are a huge number of illiterates who have no access to any vocational training institutions.

The Vocational Training for Employment Generation (VOTEG) project was launched in partnership with the United Nations Development Programme (UNDP) in January 2000. It aimed at (i) Demonstrating the effectiveness of short term market-oriented technology training and the importance of training in soft skills in empowering economically challenged young men and women to earn a sustainable livelihood (ii) With a view to broader replication, establishing the usefulness of the competency-based approach as also creating a model to diffuse a whole range of new technical skills at an accelerated pace (iii) The broad areas identified for skill training were – modern appliances maintenance, multi-skilling for rural and semi-urban areas for maintenance and bio-fertiliser and horticultural bio-technology.

This VOTEG project which was implemented by four technical institutions (Tiruchi – REC, Science and Technology Entrepreneurs Park (TN), the Centre for Research and Industrial staff performance in Bhopal (UP), the Electronics Service and Training Centre in Ramnagar (Uttaranchal) and the Vivekananda Institute of Biotech in Nimpith (WB) has facilitated net working with around 100 institutions in different parts of the country. Tiruchirappalli, REC shall be the National Implementation agency (NIA).

The National Commission for Enterprises in the Unorganised Sector (NCEUS) has been set up as an advisory body and a watch dog for the informal sector to bring about improvement in the productivity of these enterprises for generation of large scale employment opportunities on a sustainable basis, particularly in the rural areas. As recommended by the Government in its Common Ministry Programme to set up a NCEUS to recommend appropriate measures to enhance the competitiveness of the sector in the emerging global environment and the link that has with the institutional frame work in areas such as credit, raw material, infrastructure, technology up-gradation and marketing. Suitable interventions for skill development for the informal sector are also under consideration of the Commission.

Employment Exchange:

In the State, a total number of 35 Employment Exchanges are functioning to assist the youths in finding paid jobs. There are special employment exchanges such as Professional and Executive Employment Office at Chennai for candidates with Professional qualification and PG Degree, Employment office for unskilled persons at Chennai, Special Employment Office for physically handicapped at Chennai, District Employment Office (Technical Personnel) at Chennai and Coimbatore, Coaching cum Guidance Centre for SC/STs at Cuddalore, Coimbatore, Trichi, Tirunelveli and Vellore and Special Vocational Guidance Centre for tribal population at Udhamandalam.

The number of registrations during 2007-08 (upto 30th November 2007) was 10.79 lakhs. As on 30.11.2007, the total number of applicants on the Live Register was 49.89 lakhs. An increase from 43.39 lakhs in 2006-07 to this quantum, 6.50 lakhs in a single year (11 months) indicates the level of confidence of the people on the job finding mechanism of the State. The educated job seekers account for nearly 70 per cent of the total applicants by December, 2006 against 65.4 per cent in the previous year. Of which, SSLC or Equivalent accounts for a major share of 39.4 per cent. Relative share of Post Graduates to the Educated job seekers increased from 4.1 in 2004 to 5.2 in 2005 and further to 6.9 per cent in 2006. This acceleration points out the enhancing educational qualification of the labour force seeking employment.

Table – 10: Live Register Data: Educated Applicants

(Number in Lakhs)

Education level	2004		2005		2006	
	No	% share to total	No	% share to total	No	% share to total
SSLC or Equivalent	12.84	42.5	7.74	31.4	12.01	39.4
PUC/Under Graduate	8.07	26.7	7.39	30.0	8.83	29.0
Diploma Holders	1.93	6.4	2.34	9.5	2.42	7.9
Graduates	6.12	20.3	5.88	23.9	5.12	16.8
Post Graduates	1.23	4.1	1.27	5.2	2.10	6.9
Total Educated Applicants	30.21	78.8	24.62	65.4	30.48	70.3
Total Applicants	38.35	100.0	37.67	100.0	43.39	100.0

Source: Department of Employment and Training, Guindy, Chennai.

Employment Challenges:

India's median age is 24 and the working age population is expected to grow to 800 million by 2016. Every year about three million Graduates, seven lakh Post Graduates, 1500 Doctorates are being added to the knowledge pool. Apart from IT and IT Enabled Services, health care and hospitality are the new growth drivers of our economy which would throw a number of employment opportunities. Another rapid rising sector is Bio-technology.

The rising industries while offering employment avenues demand soft and communication skills and find it difficult to identify the required manpower with the relevant skills. At present, on the one hand job opportunities are numerous and on the other hand, required talents are scarce. To meet these two ends, modifications at the educational level are needed. Muthukumar's Committee formed to solve the problem has suggested 'Equitable Education' at the school.

Employment prospects of educated youth have worsened during the past decade or so because of low or negative growth of public sector employment which was the major job provider. Very little employment was generated for the educated youths by the private sector, mostly in semi-skilled or low skilled areas. The failure to find job appears

to have led the educated youths towards either inactivity or further involvement in education. Unemployment and skill deficiencies among graduates and other educated youths are the challenges thrown. Job opportunities are very limited, say 7 per cent alone are employable. The deficiencies noted in the areas of technical knowledge, language proficiencies, process orientation and critical thinking abilities are the issues to be addressed by the higher education. To ensure these qualities, periodical upgradation of syllabi in concurrence with the changing environment along with equitable education may be thought of.

Women workers form the major part of the informal sector. This trend is due to the migration of men workers from the rural areas to urban centers/abroad. Similarly, in the urban areas, the demand for cheap and low skilled labour has increased over the years owing to export-oriented manufacturing. Besides all these, the female employees accept low wages provided by the authorities and hesitate to demand permanent contracts. All these factors motivate female labourers in the industrial sectors especially in manufacturing. Hence, to cut unemployment, the link between growth and jobs must be reinforced.

In the seventies and eighties, special schemes like NREP, RLEGP were formulated to provide wage employment through public works programmes and schemes to promote self-employment and entrepreneurs by providing assets skills and other needed supports to the unemployed and poor. During these periods the employment levels expanded but the rate of growth of employment continued to lag behind that of labour force, apart from the rising trend of unemployment of educated persons and the proportion of employed working at low levels of the productivity.

State Efforts:

The State has the objective of promoting labour welfare in both organized and unorganized sectors with special emphasis to the latter. In the Annual Plan 2008-09, it has been proposed to provide safety net to the labours by strict enforcement of labour laws along with providing health care and social security to workers. It has also been proposed to eradicate child labour and establishing Industrial Training Institutes to acquire technical skills. Various strategies planned to achieve these objectives are:

- Strengthening of labour welfare boards with adequate financial resources;
- Establishment of new boards for specific category of workers;
- Implementation of various welfare and social security schemes;
- Organising multi-skill courses in the existing industrial training institutes;
- To cater to the needs of the industries;
- Establishing new ITs and Industrial schools and expansion and modernization of Institutes with adequate infra structure facilities along with marketable skills; and
- Upgrading Government ITIs into Centres of Excellence through Central Funding and World Bank aid and Public –Private partnership mode.

**Table -11: Proportion of Various age group to total population
(Size of Labour Force: Major State-wise)**

Sl. No.	State	0-14 years	15 – 59 years	60 + years
1.	Andhra Pradesh	32.1	60.8	7.2
2.	Assam	37.4	57.4	5.2
3.	Bihar	42.1	52.4	5.5
4.	Gujarat	32.8	60.5	6.7
5.	Haryana	36.0	57.1	7.0
6.	Karnataka	31.9	60.8	7.3
7.	Kerala	26.1	63.4	10.6
8.	Madhya Pradesh	38.6	55.1	6.2
9.	Maharashtra	32.1	59.6	8.3
10.	Orissa	33.2	59.0	7.8
11.	Punjab	31.4	59.9	8.7
12.	Rajasthan	40.1	53.9	6.0
13.	Tamil Nadu	27.0	64.0	9.0
14.	Uttar Pradesh	41.1	52.9	6.1
15.	West Bengal	33.3	60.1	6.6
	All India	35.4 (25.1)	57.7 (64.2)	6.9 (10.7)

Source: GOI directory. com.

Eleventh Plan envisages rapid growth in employment opportunities while ensuring its quality. The plan also emphasizes the need to reduce casual employment and unemployment along with increase in regular employment. The movement of surplus labour into agriculture sector would be diverted to higher wage and more gainful employment in non-agriculture sector as this sector is projected to generate no increase in employment. In contrast, employment in the manufacturing sector is expected to grow at a rate of 4 percent while construction and transport and communication at the rates of 8.2 and 7.6 per cent respectively. The projected increase in total labour-force during Eleventh Plan is 45 million. As against this, 58 million employment opportunities would be created during the plan period. This would be greater than the projected increase in labour-force leading to a reduction in the unemployment rate to below 6 per cent.