

## ECONOMY GROWTH THE FUNDAMENTAL PRINCIPLE TO EMPLOYMENT OPPORTUNITIES , A CASE STUDY OF INDIA

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### ABSTRACT

There is a need for a new employment policy , where the world is under a catastrophe and India's 90% of the population has entered into a state of poverty . The employment sector needs to enhance itself to bring opportunities for young youth, who are educated unemployed because of lack of skill training , the companies should take the responsibility of providing special training to the youth , followed by bring social security for the women to uprise the women participation in the workforce and provide technology training to all age group people , as technology is the future , The employment sector needs to provide decent jobs to the vulnerable section of the society . Smart technology is being adopted in all the 3 sector to enhance development , India is facing economic crisis and we require young youth into the workforce to make India self sufficient .Majority of the people leave India today in search of better job and wages . Corruption needs to end and people should be given jobs as per the qualification with the education system taking the initiative to provide skill training to the young youth .

**Keywords:** *Employment policy , economic crisis , skill , unemployed , smart technology , employment sector , women participation*

### INTRODUCTION

Employment is the main pillar of economy .For the development of a nation , we are requires employee who will work and bring in profit. Everyone in this world has the right to work and a person who work in return for money is called an employee . Today , we see for better job opportunities people are migrating to different cities , states and countries . You feel guilt in many ways if you are unemployed , people study so much , go for higher studies in order to get better jobs , each country has its own employment policy and criteria , from days of working to the type of jobs and necessary qualification required for the position , Today from private sector to automobile industries , telecommunication to textile industry , cafes , restaurant , Parlours , trainers , professional all are employed . We have different kind of employers working in the labour market . We have full time worker , part time workers , temporary and seasonal workers and contingent workers .Companies hire such workers according to their company requirements , there are working hours and many people take the shift according to their comforts , the company provide people will a lot of benefits apart from salaries in particular in the public sector . The full time workers usually work for 30 to 40 hours a week .Part time employees are those which work 30 hours a week , there are many college going students who take up part time jobs in cafes , call centers , in super markets earning a good amount , this is something very common in foreign countries , However in India this is very uncommon .Temporary employee means employees hire thee workers for a fixed time for a special task or project , these are hired and paid directly ,they are entitled to unemployment and security benefits , coming to seasonal employment , they are hired during peak time and summer seasons. Contingent workers are hired for their skills and talent , they are independent contactors or freelancers .If we talk about India ,here majority of the employees are self employed -engaged in their own business or enterprises , followed by hired workers who are hired by a company and are paid in the form of wages , they have security where as the part time workers are paid but they don't have security . In India there a category of people who

live on daily wages , who work at different locations each other what ever kind of work they get for a day they earn from it . India employment is at its worst state , with half of the people are unemployed , many are living in the country and going abroad in such of better jobs and money . The employment policy of India require a change , with lack of formal employment the country per capita income has done down , 2020 ha seen a fall in employment rate due to corona.

### **RESEARCH METHODOLOGY**

For the purpose of this exploration , I have used a amalgamation of two of the archetypical social sciences research tools application –as they are authentic and brilliant method to assemble statistics from multiple appellants in a methodical and convenient way . Question were asked to the common youth , public policy Analyst , urban people ,farmers , interviews –consisting of several interrogation which were dispersed among representative of each contender group .

### **OBJECTIVE OF THE RESEARCH PAPER**

The main areas of exploration in this paper incorporates

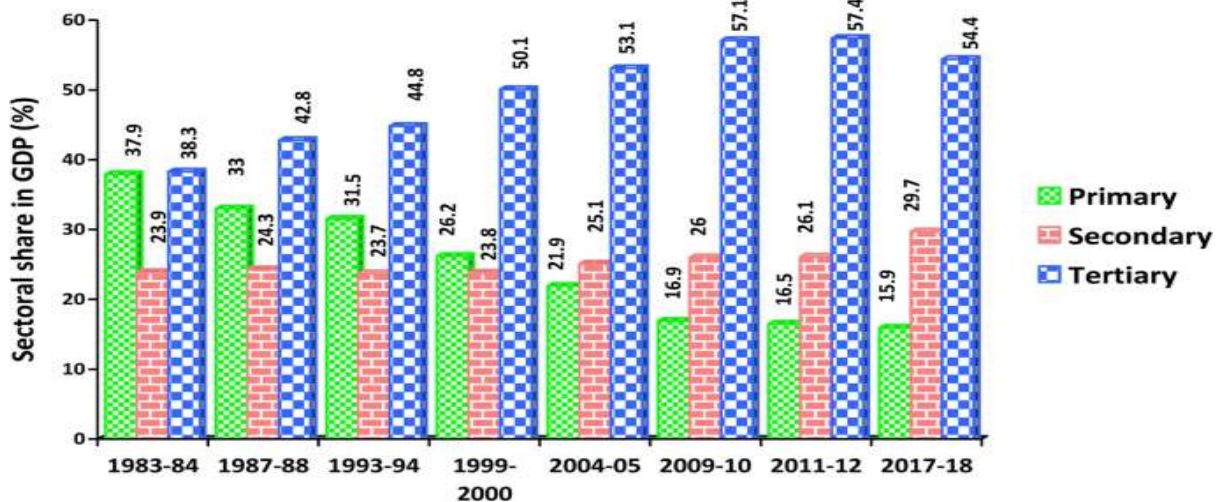
1. Employment sector of India and its types of employment .
2. What are the loopholes in the employment sector of India .
3. How can be over come it and make India self reliant

### **LITERATURE REVIEW**

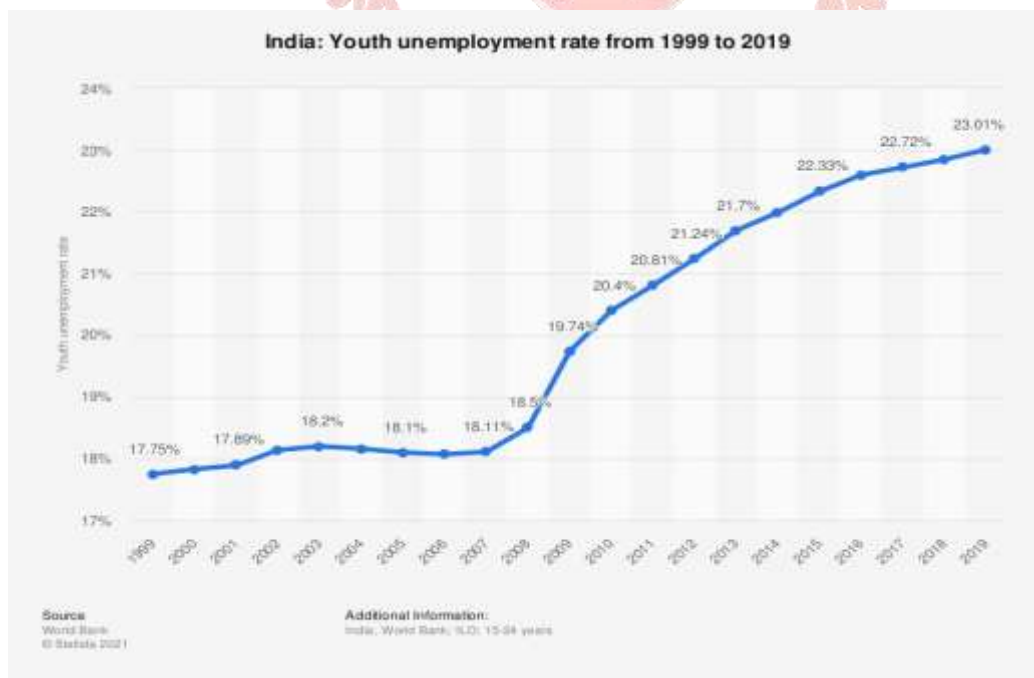
In India we have seasonal employment . Employment is multifarious where there are people are employment , some are temporary employment , some are permanent unemployed and rest are temporary unemployed . We are also have disguised unemployment where a task requires 5 people , there the work is being done by 12 people . In India the service sector are classified into 3 categories , Primary sector which includes agriculture and other non -agricultural work , second we have secondary sector which comprises of mining , construction , manufacturing , electricity , water supply , gas and quarrying , Tertiary sector would include trade , transport , storage and service . In India the primary sector has the maximum number 50 % are employed in agricultural sector , over all 70 % live in the rural India and 9 % of the urban India are doing work in the primary sector, in this sector 43% are working men and 62.8% account to women . Coming to the secondary sector , 16 % work in the rural area and 31% work in the urban area .where the women accounts to 20 % and men are 25.9% , secondary sector in total consist of 24.3% and finally we have the Tertiary sector where 60% of the urban people work and 17.4% of the rural people work , where women account 17.2% and men accounts to 30.5% , which in total account to 26.8% .The pattern of employment has changed over the years which the Industrial revolution , earlier people use to work in the agricultural sector only and finally with the revolution of technology in the 2000s, we see a rise in IT hubs , people are employed as doctors , lawyers , scientist , business men , self employed workers ,there is a huge different between in the private and public officers , government jobs and big companies jobs ,today with a simple job people are getting money , with rapid unemployment in the engineering and commerce sector , people are shifting to the bank sectors , PwC , Tata consultancy or starting their own start up , start up is at rise where they are also employing workers . Employment opportunities over the years have extended but a person is not getting the job he deserve , the qualification which he has for the required job , he is unable to do that . Many of the people are earning money from YouTube and other digital media , people are earning , they are employed as teachers , professor many are

employed in training institutes , NGOs . The amount that they earn is not enough ,Employment development can bring in economy growth of the nation , the GDP has to increase . We have so many unemployed youth in the country , with high qualification , they are unable to get the required jobs , landing up as self employed or trying in foreign countries .

**FINDINGS**

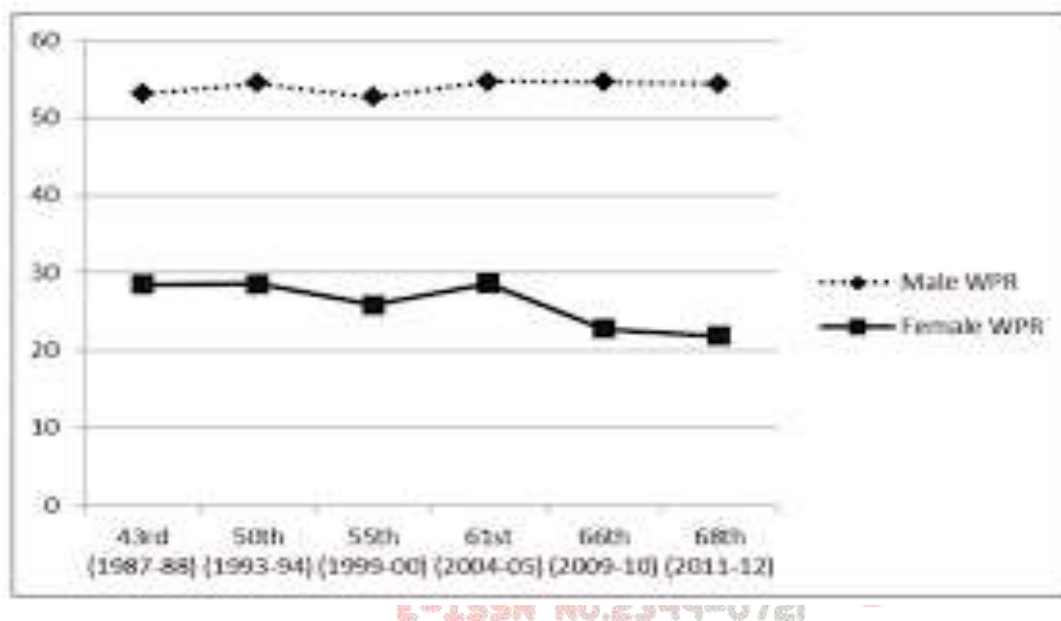


The employment policy of India focus on self employment . 56 % of the people in India are self employed ,there is emphasis on productive , employment and asset creation , with growth of various sector there have been employment generation . The employment policy of India have introduced specific employment programme for rural and urban sector like JRY , AGSY , IRDP , DWCRA,JGSY , TRYSEM and for NRY , PMRY,SJSRU for urban India.



The main problem of the employment sector is , maximum people are employed in the unorganized sector , working as street vendors , in factories , domestic labourers and self employed which amounts to 90% of the

workforce , 50% are employed in the agriculture sector . Second problem is the rising unemployed youth in India-23.75% of the youth are unemployed , they are rejected on the basis of lack of professional skill , you can expect a fresher to have professional skill or experience , moreover the problem is with the education system of India which doesn't provide skill development or professional training to its students . There is a decline in female work participation rate , earlier with women entering the workforce , we say a decline poverty rate , in 2012 the rate of women workers started declining because of a number of reasons , women will facing sexual harassment , discrimination when it came to division of labour , women were paid low compared to men for equal work , they were kept away from important discussion , later night work ,with no social security , transportation security and road safety made many women left their job apart from that India is a patriarchy society where men dominate everything , there are family restriction , old traditional view which have kept women out of business .



There is lack of structural transformation and underemployment , there is lack of infrastructure development and changes in the sector , we have been following the old system of employment and working with advance in technology and change in the pattern of work , there is a need for transformation structural. Low Productive and low quality jobs -in India an average person earn 25,000 per month which is less compared to the amount of labour force he /she has to put in , the working hours make people stay in office the whole day , apart from working they cant do anything else and people who are late in office work extra hours , the work culture of India is not up to date .There is shortage of high educated and skill workforce -due to the poor education system which has not changed for years has forced more on theory and less on practical experience this is one of the main reason why we have unskilled workers more . There are limited number of jobs in India , many of the jobs like artist ,arts , music ,photography don't hold much value in India , It has a corporate structure . India is good for business men , doctors ,lawyer and engineers . People who have creativity and imaginary jobs have to face many problems in India , which most of the time is not considered part of economy growth in India .The vulnerable sector of the society who are dependent on daily wages have to do all the risky works without any prevention or product provided for their safety , for instance at the construction site they need to pick up bricks with their hands , they are not provided with gloves to protect their hands from injury , women in particular , People who pick up waste everyday from landfill , they are found wearing their dress , gloves and boots , above

all no one is provided with mask to protect them from the dirty smell and also excess garbage give rise to end number of mosquitos which can led to serious health issues , the way climate is changing and excess emission of carbon dioxide and in factories burning of the metals , these poor people should be provided with the necessary kit to protect their body as they are dependent on daily wages . Changing nature of new jobs , freelance . With rise in technology and IOT , the human labour has reduced , which has resulted in many people losing their jobs especially the older generation who have less knowledge about the technology advancement . These problems in the employment system has to be changed and bring in new policies which will help people to like their jobs , many people have committed suicide due to work load and some due to unemployment .

### WAY FORWARD

We need a new employment policy to make the work friendly and pressure free. We need to reset our working hours , bring a change in the work culture . For the young youth who are unable to find a job because of lack of work experience , the company should provide training and skill knowledge to the employees , Our education system should focus on vocational training and at the college level from graduation to higher education , Internship need to be made compulsory and as part of the studies , so that students have work experience along with practical knowledge on how to deal with the work , in this way Indian youth can get a job . We need to introduce special dress code and risky free jobs for the vulnerable section of the society , we should provide them with decent work, with proper kit . With advance in technology , we need to educate the older as well as the young people on the use of technology and treat them on an equal scale , the government and companies should make arrangement for women safety at the workplace , along with provide them maternity leave in every job sector with no salary reduction , work from home should be introduced for pregnant ladies and disabled people . If we bring in 50% of the women into the work force our GDP grown per year will reach to 9 % which is 1.5% annually . Bring in smart technology in the primary sector to enhance income and growth in the agricultural sector . with India' aim to become self sufficiency and a manufacture hub . Indian youth can play a prominent role which will enhance the economy and open doors for opportunities to the youth .In this way we can better our employment facilitates .

### CONCLUSION

India needs to form a new employment policy to bring in more employees ,increase productive to over all enhance the economy growth of India with employment the economy also can't grow . Each and every citizen wants job to serve their family and their own needs , without employment a person will ultimately enter into a state of poverty . India is a developing economy , it can amplify its development through bringing in better job facilitates , training the young youth , encouraging women participation in the workforce and providing decent jobs to the vulnerable section of the society to overall make India self sufficient and developed .

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