



## DISTRIBUTION OF EMPLOYMENT: ANALYSIS OF GOVERNMENT SCHEMES AND RECENT TRENDS

<sup>1</sup>Navdeep Kaur, <sup>2</sup>Dr. Ravneet Kaur

<sup>1</sup>Research scholar, Department of commerce, Punjabi University, Patiala

<sup>2</sup>Assistant Prof. of Commerce, Desh Bhagat College, Bardwal (Dhuri)

E-mail: <sup>1</sup>navdeep7206@gmail.com, <sup>2</sup>ravneetbinner@yahoo.com

**Abstract:** Employability expresses the person's capability of gaining employment, maintaining employment and moving to new employment by choice. Both Developed and developing economies now lays great importance on the concept of human capital. The present paper attempts to study the various government schemes that develop the level of human capital in terms of literacy, education levels and specific skills. In India both male and female underwent a role reversal in term of employability score. The study highlights the self, regular and casual employment among rural and urban area's male and female. Unemployment is also a daunting problem for both the developed and developing countries. Study also highlights the unemployment rate among youth. The Statistical Packages for Social Science (SPSS) is used in order to perform statistical analysis like mean, standard deviation, t-test analysis and Analysis of Variance (ANOVA).

**Key Words:** Skills, Government initiatives, Self employment, Regular employment, Casual employment, Unemployment.

### 1. INTRODUCTION:

For developing a nation every state and sector needs more skills and knowledge at all level of workforce. Government of India plays a critical role to identify the special bottlenecks in skills demanded by employer and provide practical suggestions to overcome the skill shortages by providing the different schemes for men as well as women to promote the employability in India. Employability skill includes four major factors, namely specific skills, personal characteristics, core skills, and communication skills (*Bloom et.al. 2011*).

#### Skills under Four Factors

Specific Skills	Core Skills	Personal Characteristics	Communication Skills
<ul style="list-style-type: none"> <li>• Technical Skills</li> <li>• Mathematical Skills</li> <li>• Word Processing Knowledge</li> <li>• Database Knowledge</li> <li>• Spreadsheet Knowledge</li> <li>• Ability to adopt to changing technology</li> </ul>	<ul style="list-style-type: none"> <li>• Self Confidence</li> <li>• Critical Thinking</li> <li>• Creative Thinking</li> <li>• Leadership Skills</li> <li>• Interpersonal Skills</li> <li>• Experience with real world problems</li> </ul>	<ul style="list-style-type: none"> <li>• Business Ethics</li> <li>• Professionalism</li> </ul>	<ul style="list-style-type: none"> <li>• Written Skills</li> <li>• Listening Skills</li> <li>• Speaking Skills</li> <li>• Communication Skills</li> </ul>

Human capital consists of both male and female participants that underwent a role reversal in term of employability scores. Representation of women in the total world employment is 39% and 27% of managerial position in the world were occupied by women in 2018 as compare to 26% in 2015 (*Sustainable Development Goal 5: Gender Equality, 2019*). For empowering the nation there are need of consciousness of employability skills of both men and women.

### 2. REVIEW OF LITRATURE:

**Bloom & Sekhi (2011)** studied the employability and skill set of newly graduated engineers in India. Employability skill includes four major factors, namely specific skills, personal characteristics, core skills, and communication skills.



Skill shortage is major constraints in most industries in India. Study found that engineer plays a vital role particularly in difficult situations when it comes to unmet demand for skills in power, IT and infrastructure sectors.

**Chen & Raveendran (2012)** explored the Urban Employment in India: Recent Trends and Patterns. It showed that within the overall slow-down in employment growth, self employment rate has decrease for both men and women in both urban and rural areas. Paper also focused on urban informal employment. Majority (79%) of urban workforce is informally employed in India. In 2009-10, 37% of the urban informal workforce were own account workers (i.e. who have running family business), 11% were unpaid contributing family workers and only 3% were employers who hired others.

**Kadrolkar (2014)** studied self employment generation in rural economy: A Study of skill generation programme. It was found that wages employment programmes were stressed to solve the problems of unemployment in rural areas. Skill formation TRYSEM scheme among the rural youth help them to undertake self employment. Swaranajayanti Gram Swarozgar Yojana helps to overcome the bottlenecks of lack of proper social intermediation.

**Kulkarni & Chachadi (2014)** analysed the skills for employability: Employer's Perspective. It showed that employment and employability are different terms. Employment is reward for a worthy candidate and employability is measure the individuals potential that include the human skills, communication skills, professional skills and technical skills. It showed that education helps to develop a person individually, socially or economically.

**Periodic labour force survey (2018)** highlighted the share of self employment, salaried employees and casual labours in India. Self employment was 57.8% and 57.7% among the rural male and female respectively, 39.2 % and 34.7 % among urban male and female respectively. Salaried employment was 14% and 10.5% among the rural male and female respectively, 45.7% and 52.1 % among urban male and female respectively. Casual employment was 28.2% and 31.8% among the rural male and female respectively, 15.1% and 13.1 % among urban male and female respectively.

**India Skill report (2020)** analyzed the ranking of various states in enhancing employable talent. It also shows the sector wise men and women employability of students that are employable or ready to take up jobs in different years. It also shows the percentage of men and women participation at work and overall employability in different years.

## 2.1. OBJECTIVES:

- 1 To study the different government schemes that enhances the employability in India.
- 2 To study the present scenario of Men and Women employability in India.
- 3 To study the unemployment rate among the youth.

## 3. RESEARCH METHODOLOGY:

This study is based on secondary data collected from published reports, survey books and prominent sites of various ministries. Various journals and articles are also studied. Looking into the requirements of the objectives of the study the research design employed for the study is of descriptive type. For the analysis of data about the employment Statistical Package for Social Science (SPSS) is used. T test of independent samples and analysis of variance (ANOVA) is used for inferential statistics.

## 4. EMPLOYMENT SCHEMES OF GOVERNMENT:

### Prime Minister's Employment Generation Programme (PMEGP)

PMEGP administers by Ministry of Micro, Small & Medium Enterprises (MSME). It has been created by merging two schemes, Rural Employment Generation Programme (REGP) and Prime Minister's Rojgar Yojana (PMRY), which were in operation till 31 March, 2008. Khadi and Village Industries Commission (KVIC) have implemented this scheme. The maximum cost of the project/unit admissible under this scheme is Rs. 25 lakhs in manufacturing sector and Rs. 10 lakhs in business or service sector.

**Table 1: Rate of subsidy under PMEGP (of project cost)**

For General Category	For Special Category (including SC/ST/OBC/Minorities/Women/Ex-servicemen/Physically handicapped /Border areas)
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<ul style="list-style-type: none"> <li>• 15%(urban)</li> <li>• 25%(rural)</li> </ul>	<ul style="list-style-type: none"> <li>• 25% ( urban)</li> <li>• 35%(rural)</li> </ul>
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Source: Ministry of Micro, Small & Medium Enterprises

### Deen Dayal Antyodaya Yojana (DAY):

DAY scheme of government merged the Swarnajayanti Gram Swarozgar Yojana (SGSY) that was launched in 1999. DAY scheme helps the poor by providing the skill training to them. The objective of this scheme is to train 0.5 million people in urban areas from 2016 and 1 million people in rural areas by 2017. Indian government provisioned Rs. 500 Crore for this scheme. DAY scheme is combination of National Rural Livelihoods Mission (NRLM) and National Urban livelihoods Mission (NULM).

#### ❖ DAY-NULM (Launched by Ministry of Housing and Urban Affairs)

- Funding will be shared between the centre and states in ratio of 75:25.
- Amount of Rs. 15000 per person is allowed as an expenditure on training of urban poor.
- Interest subsidy of 5%-7% for setting up micro enterprises with a loan of up to Rs. 2 lakh and for group enterprises with a loan of up to Rs. 10 lakhs.

#### ❖ DAY-NRLM (Launched by Ministry of Rural Development)

- Covering 7 crore rural people households, across 600 districts, 6000 blocks, 2.5 Gram Panchayats and 6 lakh villages in the country through Self Help Groups (SHGs)
- Self Help Group include at least one woman from each identified rural poor household.

### Mahatma Gandhi National Rural Employment Guarantee Act 2005 (MANREGA)

Ministry of Rural Development monitors the entire implications of MANREGA scheme. This scheme provided a guarantee for 100 days employment in every year to adult members of any rural household who are willing to do a public work.

- Employment is given within fifteen days of application for work, otherwise daily allowances have been paid by the respective state.
- Out of total beneficiaries, one third of beneficiaries should be women.
- Equal rate of wages are to be paid to both men and women.
- Union budget 2020 allocates the Rs. 61500 crore funds for MANREGA.

### Pradhan Mantra Rrojgar Protsahan Yojana (PMRPY):

PMRPY scheme was launched on 9 August 2016. This scheme has been designed to incentivise employers for generation of employment. This scheme gives the dual benefits. One hand, the employer is incentivised for increasing the employment base of employee and other hand, a large no. of worker will find jobs. This scheme is implemented through Employees Provident Fund Organisation (EPFO).

**Table 2: Statistics under this scheme**

Number of Establishments Registered	1,85,022
Number of Employees Registered	1,37,91,049
Total Establishments benefitted	1,45,512
Total Employees benefitted	1,18,05,003
Total Amount distributed (Rs.)	4370.60 Crore

Source: Annual report of Ministry of labour and employment, 2018-19

### Hunar Se Ruzgaar Tak (HSRT):

Hunar Se Ruzgaar Tak employment scheme is launched by Ministry of Tourism in 2009. Initially this scheme was to be conducted by 25 institutions of food craft and Hotel management. Subsequently the scheme has allowed to be conducted by starred hotels also.

- The trainee should be within 18-28 years.
- Time duration of scheme should be of 6 to 8 weeks.
- Fees should not be charged from the trainee.



**Swarna Jayanti Shahari Rozgar Yojana. (SJSRY)**

SJSRY is come into effect on 1 December 1997. Under this scheme underemployed urban people and unemployed poor people are provided with gainful employment through self employment ventures.

- Fund is on 75:25 bases between the centre and states.
- It consists of two special schemes namely The Urban Wage employment Programme (UWEP) and The Urban Self Employment Programme (USEP).
- At least 30% of beneficiaries are women.

**5. SCHEMES ESPECIALLY FOR WOMEN:**

**STEP-Support to Training and Employment Programme for Women**

STEP is central sector scheme since 1986-87. Ministry of women and child development administrates this scheme. STEP scheme provides skills to women that give employability to those who are in the age group of 16 and above. Financial assistance for working capital and raw material under this scheme is 100 % during first year, 50% during second year and 30% during third year of project cost. It also provides support services like literacy, legal literacy, health care and other information. (*Ministry of women and child development*)

**Working Women Hostel Scheme(WWH)**

Government of India launched this scheme on 6, April 2017 .This scheme is supervised by women and child care development ministry. Target audience under this scheme are BPL and helpless women. Indian women who have stay away from home for job purpose, often suffer insecurity related to safety have provides the hostel facility. Central government has given green signal to establish 70000 working hostels for women who do not earn more than Rs. 50000 per month in metro cities and 35000 per month in other areas. Working women will have to pay monthly rent.

**Mahila E hath**

This scheme is launch by ministry of women and child development in 2016. This is a online marking platform for supporting women entrepreneurship/ self help group/NGOs for showcasing the products and services which are made or manufacture by them. This scheme directly and indirectly impacting on 26000 self help groups and 3.50 lakh beneficiaries.

**6. MEN AND WOMEN EMPLOYABILITY STATUS IN INDIA:**

Both male and female underwent a role reversal in term of employability score. There are difference between employment and employability. Employment is a reward and outcome for a worthy candidate. It is a cluster of ability, skills and knowledge. Employability is a measure of individuals potential and dependent on human skills, professional skills, technical and communication skills (Kulkarni, et al.2014).

**Table 3: State Wise Employability**

Rank	Male employability	Female employability
1	Delhi	Telangana
2	Punjab	Rajasthan
3	Uttar Pradesh	Delhi
4	Maharashtra	Karnataka
5	Gujarat	Andhra Pradesh
6	Karnataka	Uttar Pradesh
7	Rajasthan	Maharashtra
8	Andhra Pradesh	Tamil Nadu
9	Tamil Nadu	West Bengal
10	Telangana	Gujarat

Source: India Skill Report, 2020

Table 3 shows the state wise employability in India. Delhi, Punjab and Uttar Pradesh found to be the top three states in men employability and Telangana, Rajasthan and Delhi found to be top three states in women employability. (India skill report, 2020)



**Table 4: Gender wise diversity of Sectors**

SEC TOR	IT		Pharma &healthca re		Manufact uring		core sector		BPO, KPO& ITs		BFSI		Automoti ve		Other & diversified	
	Mal e	Fe mal e	Mal e	Fe mal e	Mal e	Fe mal e	Mal e	Fe mal e	Mal e	Fe mal e	Mal e	Fe mal e	Mal e	Fe mal e	Mal e	Fe mal e
2014	71.4 3%	28.5 7%	57.5 8%	42.4 2%	80.6 1%	19.3 9%	81.8 2%	18.1 8%	61.2 2%	38.7 8%	60.7 1%	39.2 9%	83.6 7%	16.3 3%	61.4 7%	38.5 3%
2015	68 %	32 %	53 %	47 %	85 %	15 %	75 %	25 %	66 %	34 %	65.4 0%	34.6 0%	81 %	19 %	63 %	37 %
2016	64.6 5%	70.7 1%	59 %	41 %	83 %	17 %	80.8 1	19.1 9	69.7 0%	30.3 0%	68.6 9%	31.3 1%	84.8 5%	15.1 5%	66 %	34 %
2017	66.6 7%	33.3 3%	71.7 2%	28.2 8%	78.7 9%	21.2 1%	74.7 5%	25.2 5%	62.6 3%	37.3 7%	78.7 9%	21.2 1%	81.8 2%	18.1 8%	59.6	40.4 0%
2018	73 %	27 %	79 %	21 %	91 %	9 %	91 %	9 %	62 %	38 %	78 %	22 %	87 %	14 %	68 %	32 %
2019	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
2020	72 %	28 %	89 %	11 %	74 %	26 %	93 %	7%	64 %	36 %	70 %	30 %	90 %	10 %	76 %	24 %

Source: India Skill Report, 2020

NA\* Not available

Table 4 shows the Gender Diversity by sector. BPO, KPO & ITs and BFSI shows the participation rate of women is about 30% and above. The sector in which women participation is lowest include automotive and core sector with less than 10% contribution rate.

**Table 5: Employability of Men and Women**

Year	Men	Women
2014	30.30%	42.10%
2015	34.26%	37.88%
2016	36.01%	39.95%
2017	40.12%	40.88%
2018	46.87%	38.15%
2019	47.39%	45.6%
2020	46%	47%

Source: India Skill Report, 2020

Table 5 shows the percentage of students found employable or ready to take up jobs from year 2014 to 2020. Year 2020 shows the highest employability rate (47%) of women as compare to previous years. It reflects the opportunity for the industries to leverage this resource. Men employability in year 2014 was 30.30% and in year 2020 is 46%.

**Table 5.1: Group Statistics**

	GENDER	N	Mean	Std. Deviation	Std. Error Mean
EMPLOYABI TY	MEN	7	40.1357	6.83925	2.58499
	WOMEN	7	41.6514	3.52073	1.33071

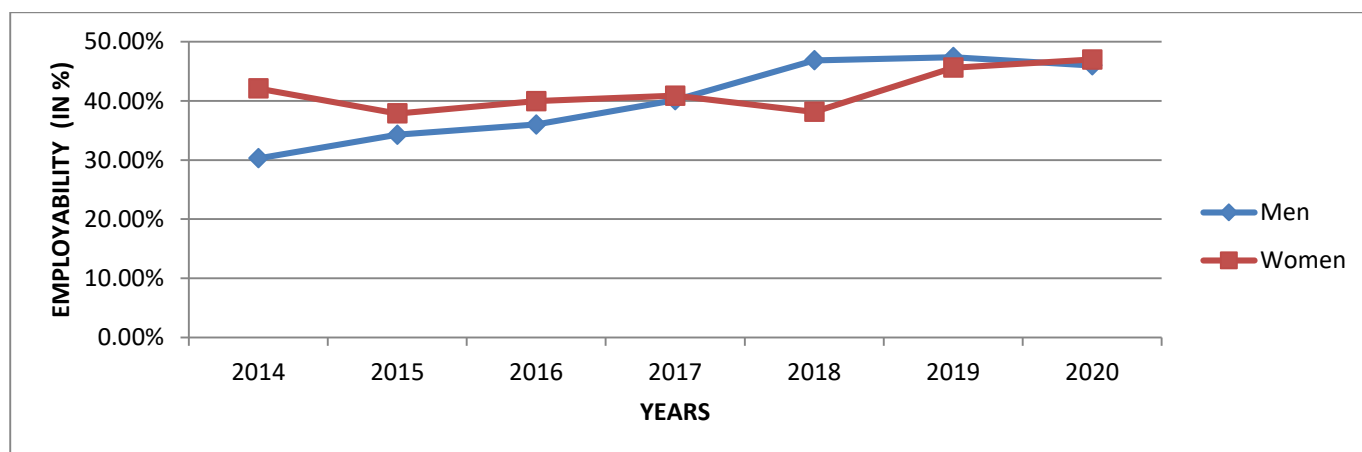


**Table 5.2:Independent Samples Test**

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	T	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
EMPLOYABILITY	Equal variances assumed	4.637	.052	-.521	12	.612	-1.51571	2.90740	-7.85040	4.81897
	Equal variances not assumed			-.521	8.971	.615	-1.51571	2.90740	-8.09592	5.06449

Table 5.2 shows the result of independent sample t test of Men and Women employability in various years. Table shows the output of T test T=.052, which is more than 0.05. So there is no statistical significant difference in the employability of men and women. Results indicates that men and women are equally employed.

**Graph 1: Employability of Men and Women**



Graph 1 shows the percentage of men and women students who are employable and ready to take up jobs in India. Both men and women have equal opportunities in employment area. Meanwhile, female employability witnessed an upward trend at 47 %. Employability of students improves steadily.

**Category Status wise Percentage distribution of Worker in Employment**

**Table 6: Self employed**

NSS Survey Period	Rural Male	Rural Female	Urban Male	Urban Female
1993-94	57.7	58.6	41.7	45.8
1999-00	55	57.3	41.5	45.3
2004-05	58.1	63.7	44.8	47.7
2009-10	53.5	55.7	41.1	41.1
2017-18	57.8	57.7	39.2	34.7

Source: Annual report Periodic Labour Force Survey, 2017-18

Table 6 shows the rural and urban self employment percentage of men and women. It shows that rural men and women self employment increase in 2017-18 respectively to 57.8% and 57.7% from 53.5% and 55.7% in year 2009-10. Urban men and women's self employment decrease in year 2017-18 respectively to 39.2% and 34.7% from 41.1% and 41.1% in year 2009-10.



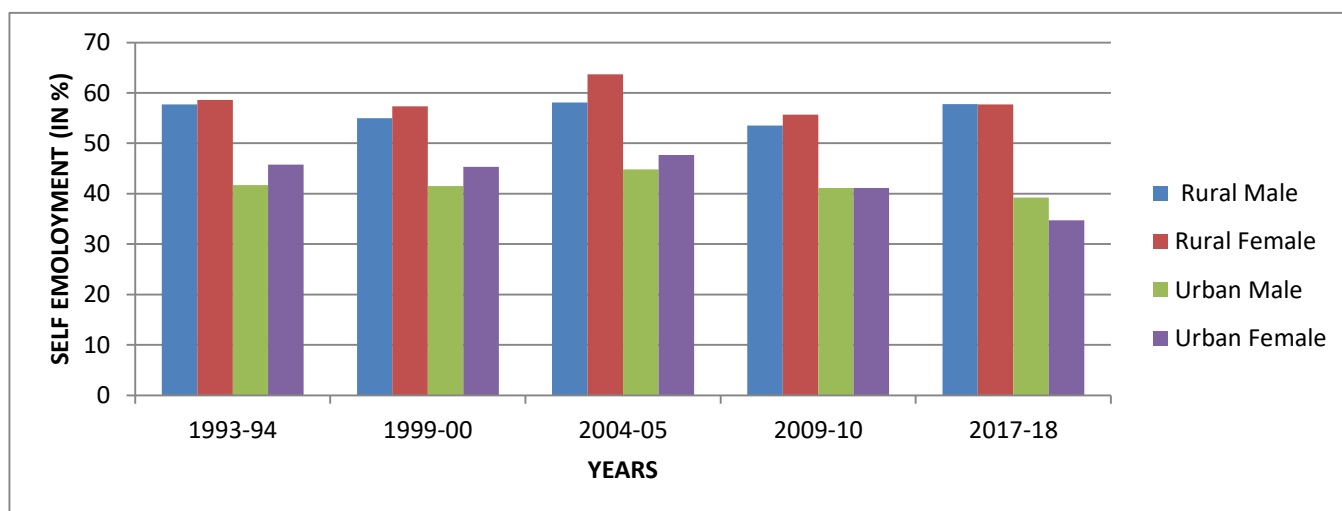
**Table 6.1:ANOVA**

EMPLOYABILITY

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	1174.092	3	391.364	35.225	.000
Within Groups	177.768	16	11.111		
Total	1351.860	19			

Table 6.1 shows the result of ANOVA of Self employability among various groups. Table shows the output of ANOVA  $F(3, 16) = 35.225, p = .000$  which is below 0.05. So there is a statistical significant difference in the employability of various groups. Rural female self employment is marginally high because government introduce various training programmes that enhanced the employment of rural women.

**Graph 2: Self employed**



Graph 2 shows the male and female self employment in rural and urban areas from year 1993-94 to 2017-18. People of rural areas are more self employed as compare to people of urban areas. The reason of this increment is that casual labour in rural areas moved away from agriculture labour to self employment.

**Table 7: Regular Wages/Salaried employees**

NSS Survey Period	Rural Male	Rural Female	Urban Male	Urban Female
1993-94	8.5	2.7	42.0	28.4
1999-00	8.8	3.1	41.7	33.3
2004-05	9.0	3.7	40.6	35.6
2009-10	8.5	4.4	41.9	39.3
2017-18	14.0	10.5	45.7	52.1

Source: Annual report of Periodic Labour Force Survey, 2017-18

Table 7 shows the rural and urban regular wages/salaried employee percentage of men and women. It shows that rural men and women salaried employment increase in 2017-18 respectively to 14.0% and 10.5% from 8.5% and 4.4% in year 2009-10. Urban men and women salaried employment increase in year 2017-18 respectively to 45.7% and 52.1% from 41.9% and 39.3% in year 2009-10.

**Table 7.2:ANOVA**

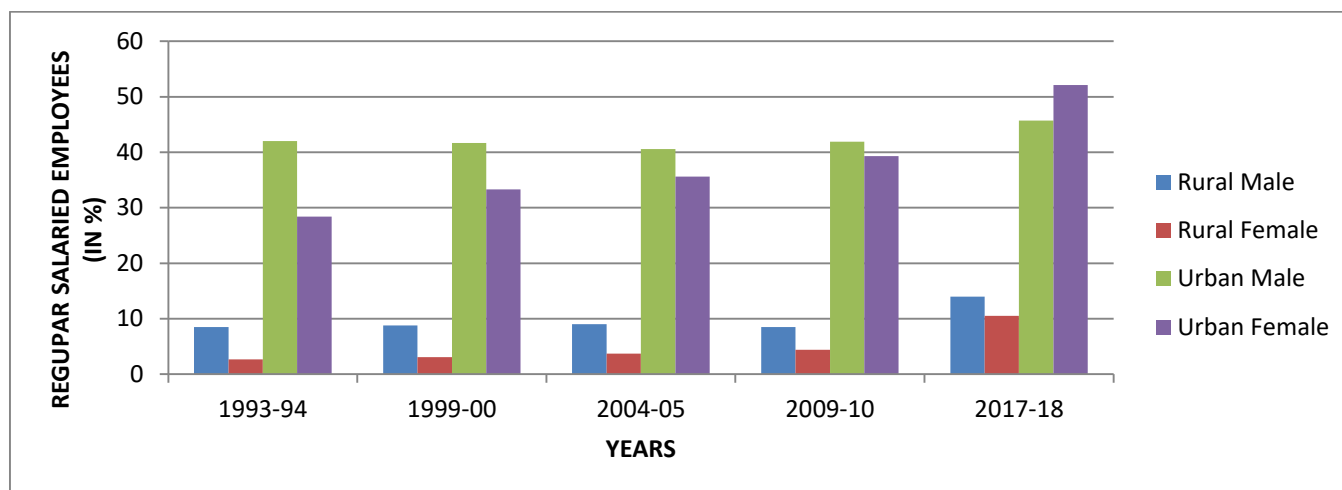
EMPLOYABILITY

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	5472.898	3	1824.299	73.159	.000
Within Groups	398.980	16	24.936		
Total	5871.878	19			



Table 7.2 shows the result of ANOVA of Regular employability among various groups. It shows the output of ANOVA  $F(3, 16) = 73.159, p = .000$  which is below 0.05. So there is a statistical significant difference in the employability of various groups. Urban males are more salaried employed as compare to other categories.

**Graph 3 Regular Wages/Salaried employees**



Graph 3 shows the male and female regular wages and salaried employed percentage in rural and urban areas from year 1993-94 to 2017-18. Urban people have more salaried employed as compare to rural areas. The reason of this increment is that urban people have more education level and more job opportunities.

**Table 8: Casual Workers**

NSS Survey Period	Rural Male	Rural Female	Urban Male	Urban Female
1993-94	33.8	38.7	16.3	25.8
1999-00	36.2	39.6	16.8	21.4
2004-05	32.9	32.6	14.6	16.7
2009-10	38.0	39.9	17.0	19.6
2017-18	28.2	31.8	15.1	13.1

Source: Annual report of Periodic Labour Force Survey, 2017-18

Table 8 shows the rural and urban casual employment percentage of men and women. It shows that rural men and women casual employment decrease in 2017-18 respectively to 28.2% and 31.8% from 38.0% and 39.9% in year 2009-10. Urban men and women self employment decrease in year 2017-18 respectively to 15.1% and 13.1% from 17.0% and 19.6% in year 2009-10.

**Table 8.2 :ANOVA**

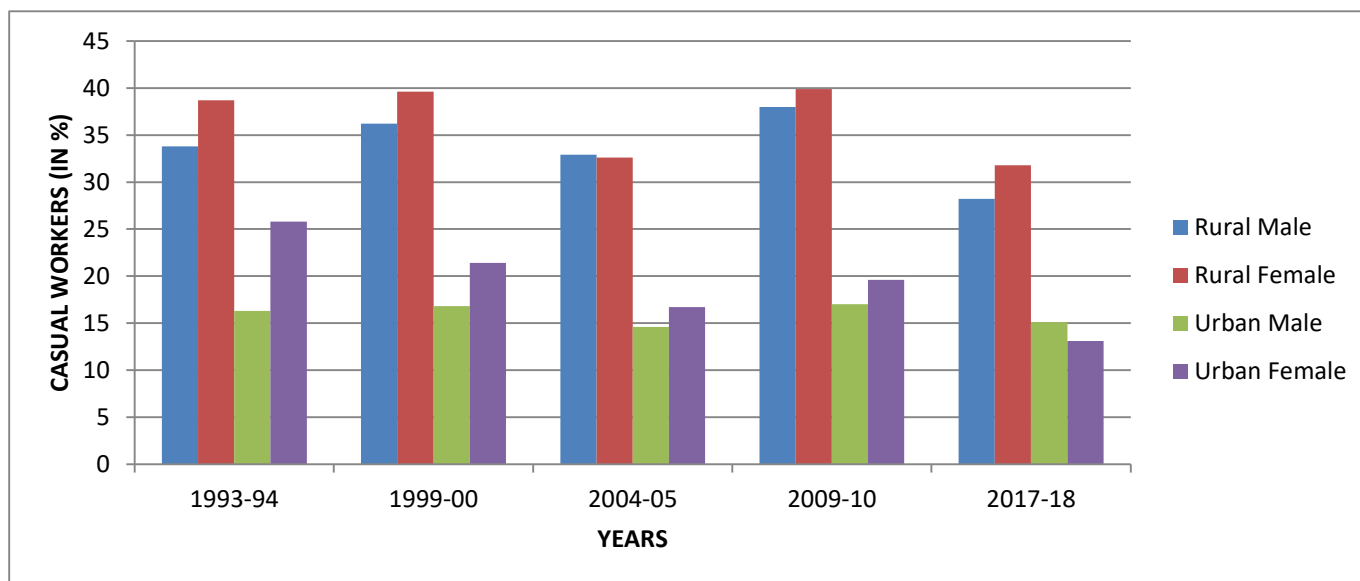
EMPLOYABILITY					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	1582.954	3	527.651	39.209	.000
Within Groups	215.316	16	13.457		
Total	1798.270	19			

Table 8.2 shows the result of ANOVA of Casual employability among various groups. It shows the output of ANOVA  $F(3, 16) = 39.209, p = .000$  which is below 0.05. So there is a statistical significant difference in the employability of various groups. Rural females have highest percentage in casual workers as compare to other categories.





**Graph 4 Casual Workers**



Graph 4 shows the male and female casual employment in rural and urban areas from year 1993-94 to 2017-18. People of rural areas have more casual workers as compare to people of urban areas.

**Unemployment rate among youth**

NSSO (National Sample Survey Organisation) measure the unemployment in India. The union ministry of statistics and programme implementation constituted PLFS (Periodic Labour Force Survey). NSSO collect the data from July 2017 to June 2018. The survey include 12773 (7014 villages and 5759 urban blocks) first stage sampling. Among the Indian states Meghalaya has least unemployment rate and Tripura has highest unemployment rate

**Table 9: Unemployment**

Years	Rural male	Rural female	Urban male	Urban female
2004-05	3.9	4.2	8.8	14.9
2009-10	4.7	4.6	7.5	14.3
2011-12	5.0	4.8	8.1	13.1
2017-18	17.4	13.6	18.7	27.2

Source: Annual report Periodic Labour Force Survey, 2017-18

Table 9 shows the rural and urban unemployment percentage of men and women. It shows that rural men and women unemployment increase in 2017-18 respectively to 17.4% and 13.6% from 5.0% and 4.8% in year 2010-11. Urban men and women self employment increase in year 2017-18 respectively to 18.7% and 27.2% from 8.1% and 13.6% in year 2010-11.

**Table 9.1 :ANOVA**

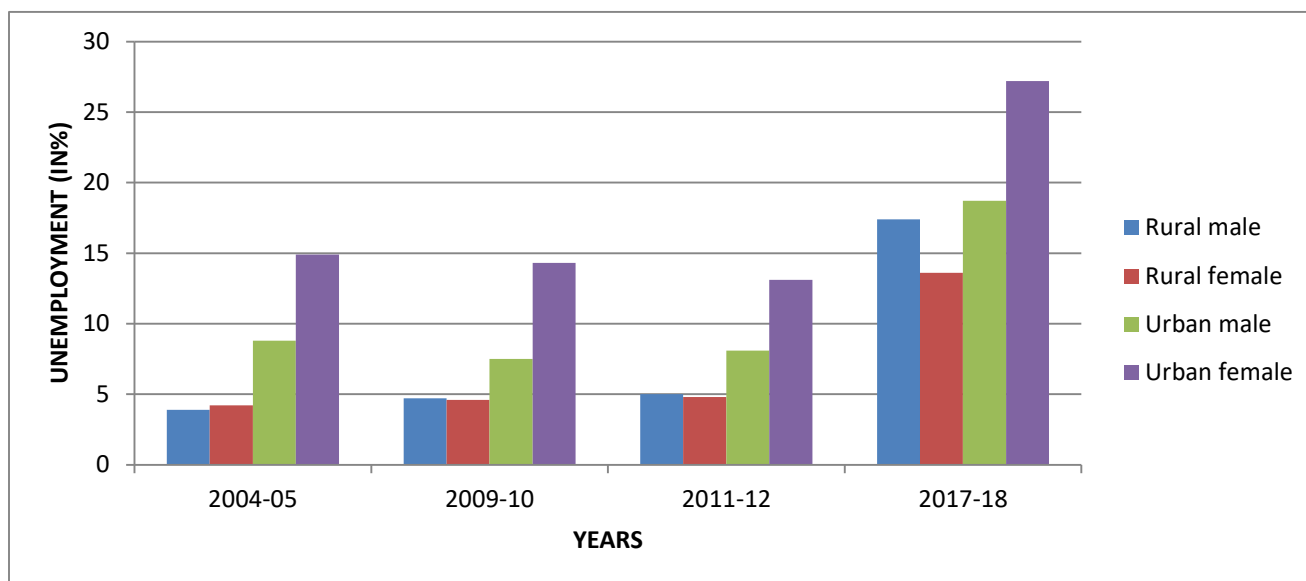
**UNEMPLOYMENT**

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	273.885	3	91.295	2.728	.090
Within Groups	401.625	12	33.469		
Total	675.510	15			

Table 9.1 shows the result of ANOVA of unemployment among various groups. It shows the output of ANOVA  $F(3, 12) = 2.728, p = .090$  which is greater than 0.05. So there is no statistical significant difference in the unemployment of various groups.



Graph 5



Graph 5 shows the unemployment rate in India during different time period from 2004-05 to 2017-18. It shows that period 2017-18 have highest unemployment rate as compare to previous periods.

## 7. CONCLUSION:

It is conclude that government introduces various schemes that enhance the employability in India. Various periodic labour force surveys are conducted to know about self employment, regular employment and casual employment. The study found that there is a statistical significant difference in the employability among various groups. In additions, there is no statistical significant difference in the unemployment among various groups. In a global knowledge based economy there are also needs of specific skills, personal characteristics, core skills, and communication skills for employment growth.

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