

## **Analyzing Employment-Unemployment Situation in India**

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### **ABSTRACT**

Unemployment is one of the most important reasons for underdevelopment as human capital remains unutilized which not only affects the productivity of a country but results in many social and economic problems. (Bansal & Jain, 2019) The level of unemployment was generally high in the northern parts of India as compared to its southern parts. But, the level of socio-economic deprivation was high in the north-central states and it decreases towards the north, south, east and north-eastern parts of India. The spatial variations in the level of unemployment may have been due to variations in the level of rural unemployment, household size and high population density, etc. as these variables of socioeconomic deprivation have a higher level of significant relationship with the unemployment. (Khan et al. 2012) The prevalence of skill mismatch in the labour market which renders even highly qualified individuals jobless. Closure, lay-off retrenchment may be some reasons of unemployment in India.

With this background, this research paper throws light on the employment-unemployment scenario in India in different NSSO rounds and try to identify the reasons of unemployment in India. It also evaluates the benefits received to the workers under social security schemes and give the recommendation to reduces the unemployment in India.

**Keywords:** Unemployment, Mismatch in Education, Closure, Lay-off Retrenchment

### **1.1. Introduction**

The leading economic downside of our time is the high and chronic level of unemployment (Franz & Konig, 1986). Creating employment opportunities for everyone who is capable of working is an issue for all nations, whether the nation is developed, developing, or technically outdated (Mehra, 2018). The term “unemployment” means a person willing to work but unable to find a suitable job at the ongoing wage rate (Bansal & Jain, 2019). Unemployment is mostly used as a tool to measure the health of the economy (Gideon, 2017). The problem of unemployment is a global phenomenon, with international bodies like ILO predicting the rise in unemployment in India in coming years (Chand et al., 2018). Unemployment in India remains a subject of concern since it was first recognized in 1950s (Biswas, 2016). The number of unemployed in India is increasing every day, here everyone wants a real job in their life but only some person gets a satisfying job (Singh, 2018). The National Sample Survey Organization (NSSO) defines employment and unemployment on the following activity statuses of an individual: a) working (engaged in an economic activity) i.e. employed; b) seeking or available for work i.e. unemployed; c) neither seeking nor available for work. A person is unemployed or underemployed if either - a) he or she is employed for a number of hours during the year (or days) lower than certain standard or optimal hours (or days) defined as hours or days of full employment (time criterion); b) he earns an income per year less than some desirable minimum (income criterion); c) he is willing to do more work than he is currently doing- he may be searching actively or be available for more work if they are offered in terms he is accustomed to (willingness criterion); d) he is removable from his present employment because his contribution to production is less than some normal productivity, and thus, if the productivity for the remaining workers is normalised with minor technical and/or organizational changes, his removal would not decrease the output (productivity criterion) (Krishna, 1973). According to the report of International Labor Organization, more than 200 million people globally or 6% of the world's workforce were without a job in 2012 (Kishna & Kumar, 2016). Employment and unemployment indicators are measured in three different approaches: - usual status (US) with a reference period of one-year, current weekly status (CWS) with one-week reference period and current daily status (CDS) based on the daily activity pursued during each day of the reference week. (NSSO, 2009-10)

The number of an estimated employed person in 2011-12 was 47.41 crore of which is 82.7% of workforce 39.14 crore person was in unorganized sector and only 8.27 crore person was in the organized sector.(Labour Force Survey on Employment and Unemployment, NSSO 2011-12) Unemployment can be considered as a difference between the demand for jobs and the supply of jobs (Khan et al., 2012). The unemployment rate is a useful indicator of mismatches between labour supply and demand, shedding light on unutilized labour supply. (ILO, 2019) An economy usually has a very high unemployment rate during the period of recession (Kishna & Kumar, 2016). The level of unemployment was generally high in the northern parts of India as compared to its southern parts. But, the level of socio-economic deprivation was high in the north-central states and it decreases towards the north, south, east and north-eastern parts of India. The spatial variations in the level of unemployment may have been due to variations in the level of rural unemployment, household size and high population density, etc. as these variables of socioeconomic deprivation have a higher level of significant relationship with the unemployment. (Khan et al. 2012) Unemployment is one of the most

important reasons for underdevelopment as human capital remains unutilized which not only affects the productivity of a country but results in many social and economic problems. (Bansal & Jain, 2019). Unemployment is one of the biggest challenges for Indian Government to curb it. (Chaudhary, 2020) The Government is rightly concerned about creating jobs for youth because rising levels of youth unemployment has not only direct economic costs but also leads to various social problems like as poverty, violence against women, drugs use, unemployed labour force. (Singh, 2018)

### **1.2 Objectives of the Study**

The main objectives of the research are as under:

To review the employment- unemployment scenario in India in different NSSO rounds.

To identify the reasons of unemployment in India.

To evaluate the benefits received to the workers under social security schemes.

To give the recommendation to reduces the unemployment in India.

### **2 Research Methodology**

This study is specifically based upon secondary data taken from various NSSO Rounds , World Bank, Ministry of Labour and Employment, Labour Bureau (6th Annual EUS Report 2016-17) and data.gov.in

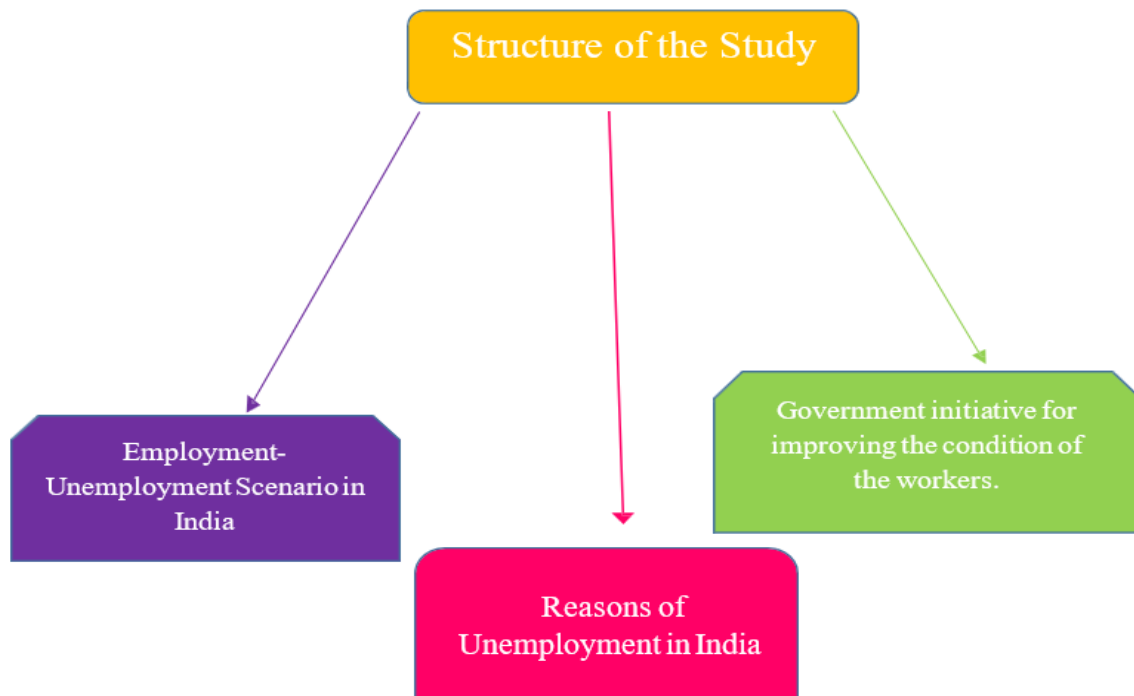
### **3 Analysis**

The structure of the study is divided into three parts:

Employment-Unemployment Scenario in India

Reasons of Unemployment in India

Government Initiated for improving the conditions of workers.



### 3.1 Unemployment-Employment Scenario in India

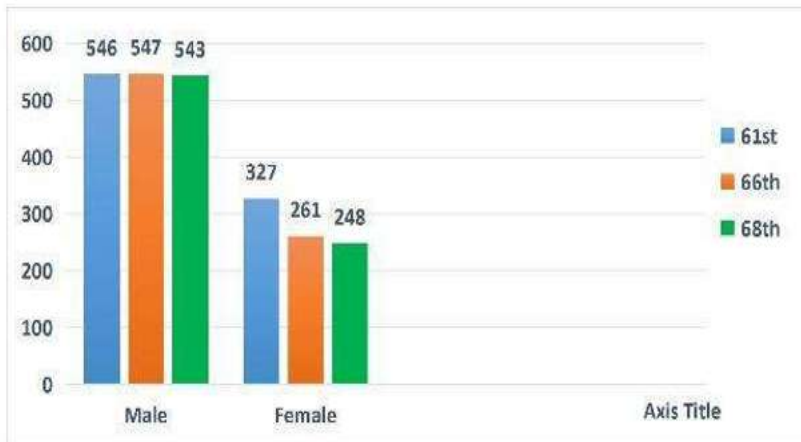
Indicators of Employment

Workers Population Ratio (WPR)

Unemployment Rate (UR)

Workers Population Ratio

Number of Person Employed per 1000 Person (WPR) according to Usual Status in Rural Area



**Source: Different NSSO Rounds**

This figure shows WPR according to usual status in rural area. Rural Male WPR was 546 in 61st round which increased to 547 in 66th round and then declined to 543 in 68th round. Rural female WPR has been decreased over a period of time. In the 61st round, rural female WPR was 327 which have decreased to 261 in the 66th round which is further decreased to 248 in the 68th round.

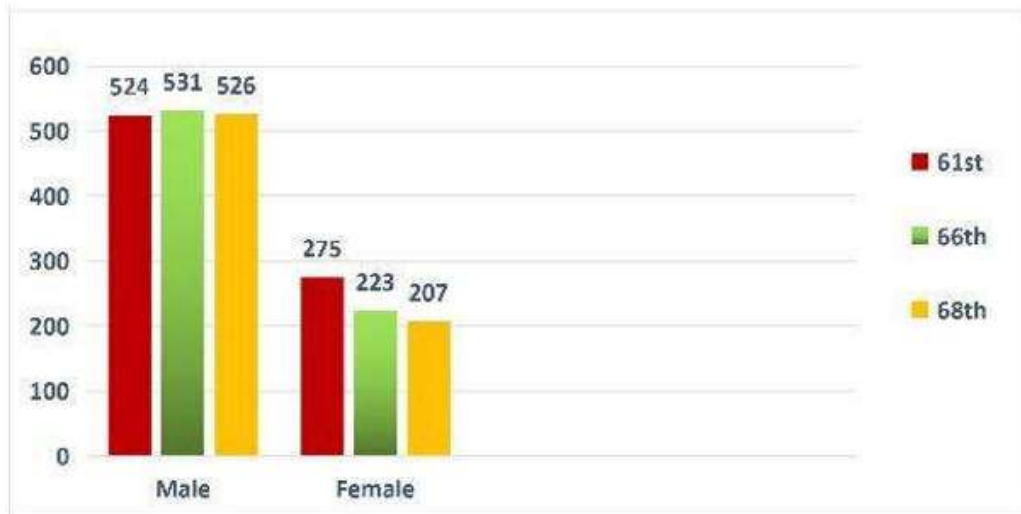
Number of Person Employed per 1000 Person (WPR) according to Usual Status in Urban Area



**Source: Different NSSO Rounds**

This figure shows WPR according to usual status in urban area. Urban Male WPR was 549 in 61st round which declined to 543 in 66th round and then increased to 546 in 68th round. Urban female WPR has decreased though there is no much difference in urban male WPR. In 61st round urban female WPR was 166 which has reduced to 138 in the 66th round but in 68th WPR has slightly increased in the 68th round. Both the above figures show the usual status condition of rural and urban areas. If we compare both the figures it depicts that WPR in an urban area is very low as compared to a rural area.

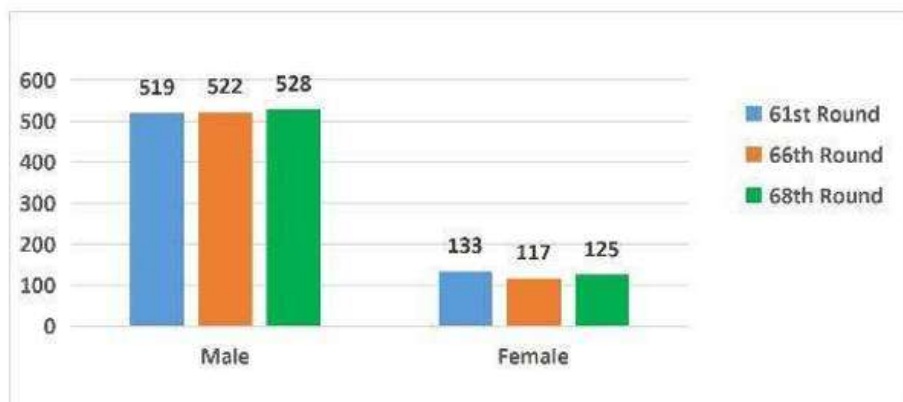
WPR in Current Weekly Status in Rural:



Source: Different NSSO Rounds

This figure shows WPR in the current weekly status in a rural area. Rural male WPR in 61 th round was 524 which increased to 531 in 66 th round and then declined to 526 in 68 th round. Rural female WPR in currently weekly status has been decreased over the period of time. In 61st round, WPR was 275 which has decreased to 223 in the 66th round which has further decreased to 207 in the 68th round.

WPR in Current Weekly Status in Urban:

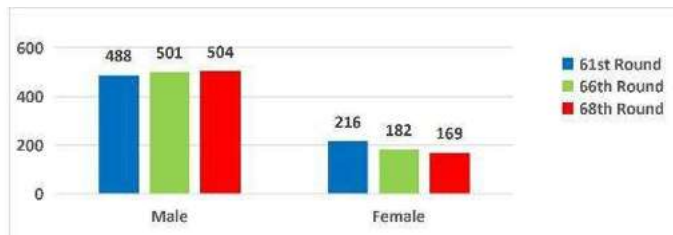


Source: Different NSSO Rounds

This figure shows WPR in the current weekly status in an urban area. Urban male WPR in 61 th round was 537 which decreased to 536 in 66 th round and then increased to 539 in 68 th round. Urban female WPR in current weekly status has been decreased in all three rounds. In 61st round, WPR was 152

which have reduced to 130 in 66th round. In the 68th round, WPR has slightly increased from 130 to 138. If we compare both the above figures which shows WPR in current weekly status in rural and urban areas. Urban female WPR is very low as compare to rural female WPR. In both rural and urban area WPR is decreasing in all NSSO rounds.

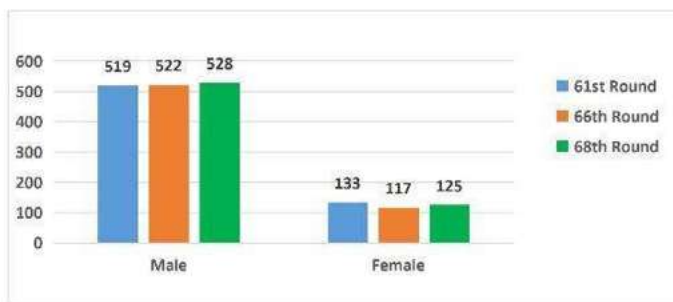
### WPR in Current Daily Status in Rural:



### Source: Different NSSO Rounds

This diagram shows the WPR in current daily status in a rural area. Rural male WPR has been increased but not in a significant way. In 61st round, rural male WPR was 488 which has increased to 501 in 66th round, which further slightly increased to 504 in 68th round. In rural female WPR has been reduced over the period of time. In 61st round, WPR was 216, which has reduced to 182 in the 66th round, which has further reduced to 169 in the 68th round.

### WPR in Current Daily Status in Urban

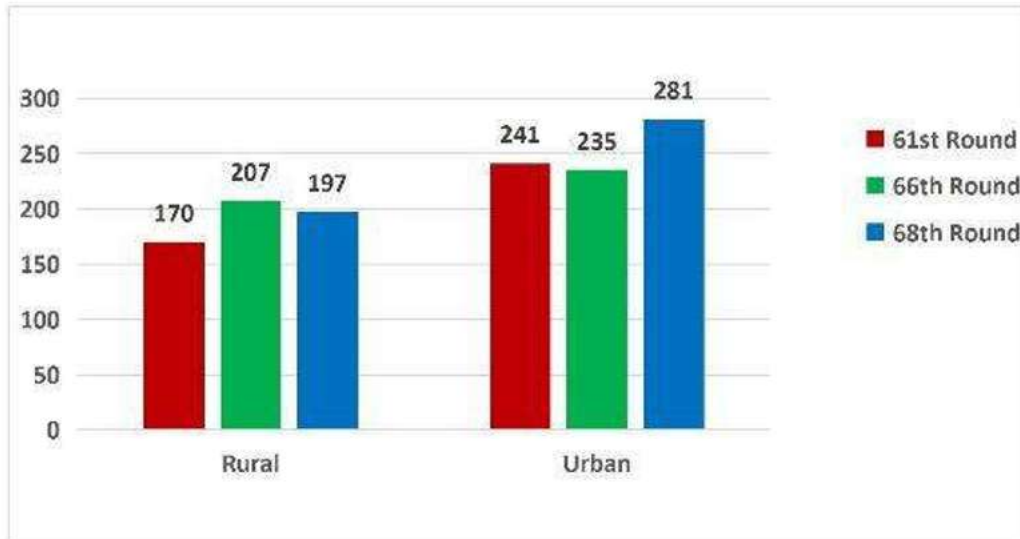


### Source: Different NSSO Rounds

This figure shows WPR in current daily status in an urban area. Urban male WPR has increased but not in a significant way. In 61st round urban male WPR was 519, which has increased to 522 in the 66th round, which further increased to 528 in the 68th round. This shows that WPR has increased but no significant way. On the other hand, urban female WPR is very low as compare to rural female WPR. In 61st urban female WPR was 133, which has decreased to 117 in the 66th round, but in 68th WPR has increased to 125. Comparing both the above figures which shows WPR in current daily status in rural and urban areas, urban female WPR is very low as compare to rural female WPR. In both rural and urban area WPR is decreasing in all NSSO rounds

### Unemployment Rate (UR)

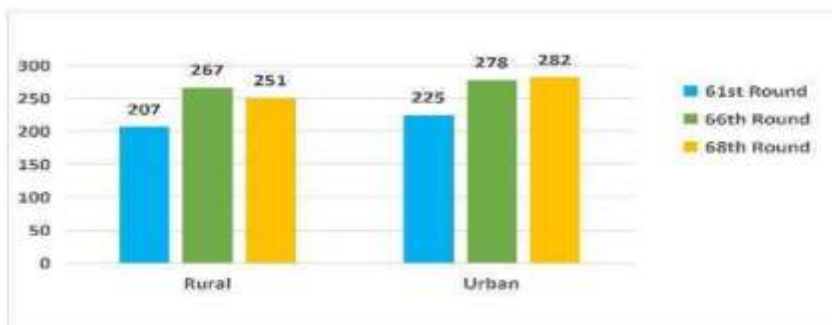
**Unemployment Rate (per 1000 person) according to Usual Status:**



**Source: Different NSSO Rounds**

This figure shows the unemployment rate in the usual status. In a rural area in the 61st round unemployment rate was 170, which has increased to 207 in the 66th round but in the 68th round unemployment rate decreased to 197. On the other hand, in an urban area unemployment rate was 241 in the 61st round, which has decreased to 235 in the 66th round but in the 68th round unemployment rate increased to 281. If we compare the unemployment rate in rural and urban areas we found that in an urban area the unemployment rate is higher than the rural area. We also found that the unemployment rate has been increased over a period of time.

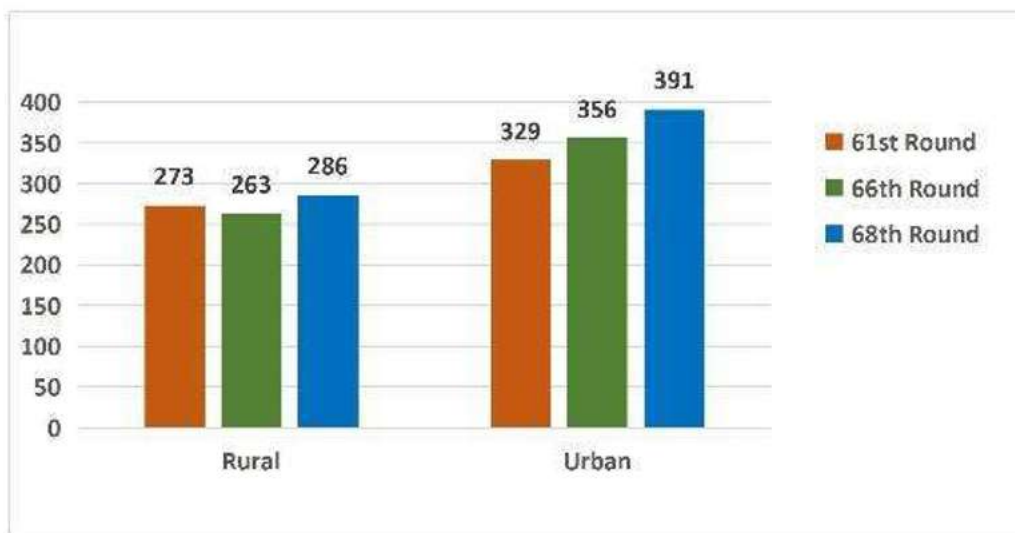
**Unemployment Rates (per 1000 person) according to Current Weekly Status**



**Source: Different NSSO Rounds**

This figure shows the unemployment rate in the current weekly status in rural and urban areas. In the 61st round in a rural area unemployment rate was 207, which has increased to 261 in the 66th round but in 68 round unemployment rates has decreased to 251. On the contrary in the urban area unemployment rate was 225 in the 61st round, which has increased to 278 in the 66th round, which has further increased to 282 in the 68th round. If we compare unemployment in rural and urban areas we found that unemployment has been increased over the period of time and the unemployment rate is more in an urban area than the rural area.

### Unemployment Rates (per 1000 person) according to Current Daily Status



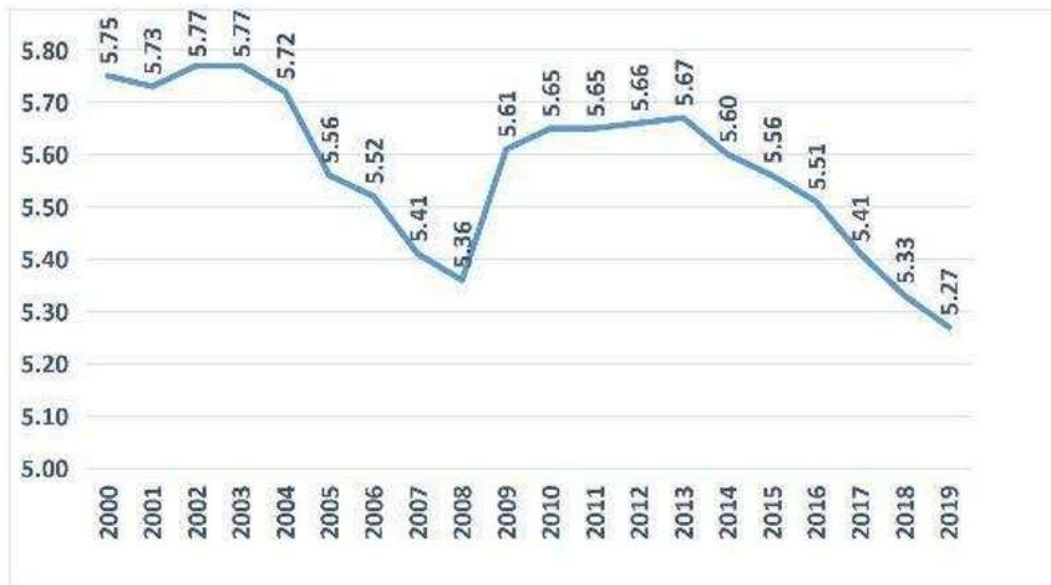
### Source: Different NSSO Rounds

This diagram shows that the unemployment rate in current daily status in a rural and urban area. In a rural area in the 61st round unemployment rate was 273, which had decreased to 263 in the 66th round, but in the 68th round unemployment rate again increased to 286. On the other side in an urban area unemployment rate was 329 in the 61st round, which has increased to 356 in the 66th round, which has further increased to 391 in the 68th round. If we compare unemployment in a rural and urban area it depicts that unemployment is more in an urban area than the rural area. It also depicts that unemployment rate has been increased over a period of time.

### Trend of Unemployment

The unemployment rate has been fluctuating over the last 2 decades and this is shown in the figure given below.

Unemployment Rate (% of total labour force) (modeled ILO estimates) in India



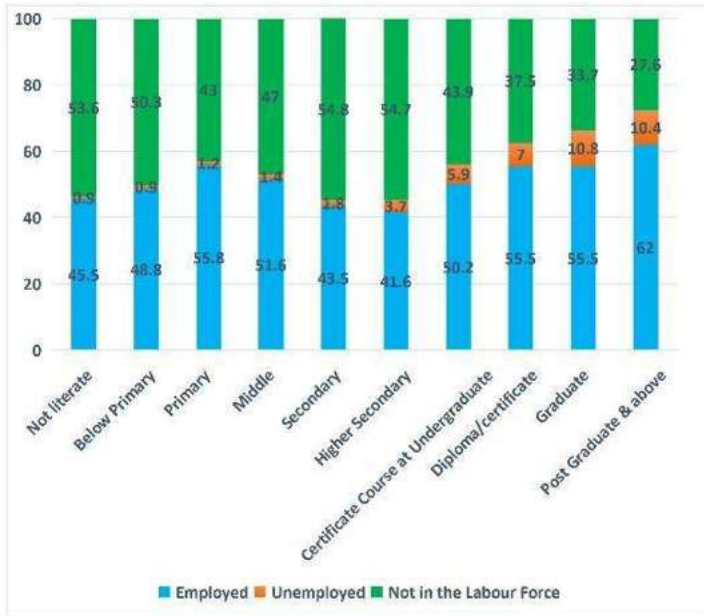
Source: World Bank

This diagram shows the unemployment rate in India for the period 2000-2019. The unemployment rate for the period 2000 was recorded as 5.75 which declined to 5.73 in 2001. In 2002 the unemployment rate increased to 5.77 and remained the same for the period 2003. After 2003 the unemployment rate started declining and reached up to 5.36 in 2008. The unemployment rate started increasing from the period 2008 to 2011.

The unemployment rate increased to 5.61 in 2009 and again increased to 5.65 in 2010 and remained the same for the period 2011 increased to 5.65 in 2011 and further increased to 5.66 in 2012. In 2013 the unemployment rate again increased to 5.67. The unemployment rate starts declining after year 2013 and reached up to 5.27 in 2019.

### Reasons of Unemployment in India:

Distribution for persons aged 15 years & above by main activity & educational classification according to Usual Principal Status (UPS) approach (in %).



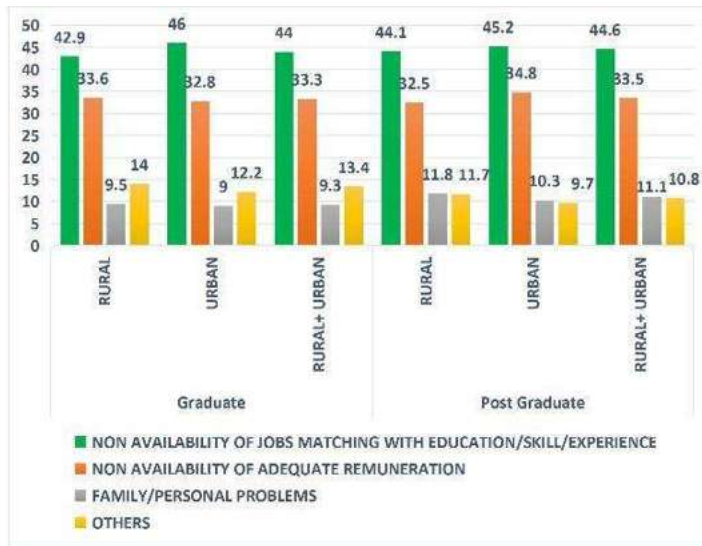
Source: Labour Bureau (6th Annual EUS Report 2016-17)

The distribution for persons aged 15 years & above by main activity & educational classification according to Usual Principal Status (UPS) approach is exhibited in this figure. The survey results reveal high labour force participation among the persons with graduates and post graduates and above educational classification. However, the unemployed proportion is also on the increase with increase in education level. The unemployed proportion among 'graduates' and 'post graduates & above' was estimated at

10.8 percent and 10.4 percent respectively. The secondary and higher secondary category reported low rate of participation in labour force and are estimated at 45.3 per cent and

45.3 per cent respectively. The unemployment proportion among secondary and higher secondary is estimated at 1.8 and 3.7 per cent respectively.

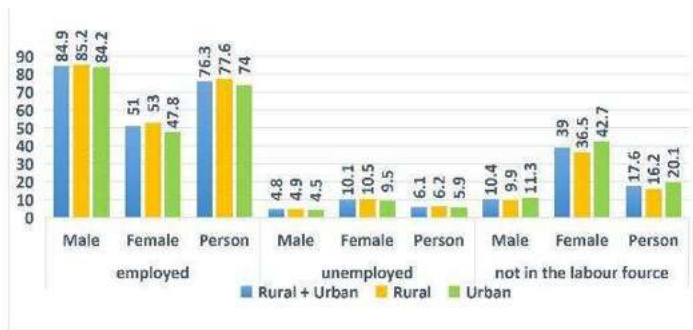
Unemployed persons having graduate/post graduate level qualification aged 15 years & above by reasons of unemployment



Source: Labour Bureau (6th Annual EUS Report 2016-17)

This figure shows the details of reasons for unemployment as given by unemployed graduates and post graduates. It reveals that for graduates and post graduates alike the main reason for unemployment was non-availability of jobs matching with education/skill and experience. This clearly brings out the prevalence of skill mismatch in the labour market which renders even highly qualified individuals jobless. At the All India level, 44.0 per cent of unemployed graduates and 44.6 per cent of unemployed post graduates cited non-availability of jobs matching with education/skill and experience as the main reason for unemployment followed by non-availability of adequate remuneration cited by 33.3 per cent of graduates and 33.5 per cent of post graduates. Non-availability of jobs matching skills/education and experience continues to be the dominant reason for unemployment for graduates and Post-graduates across rural and urban sector also followed by no availability of adequate remuneration.

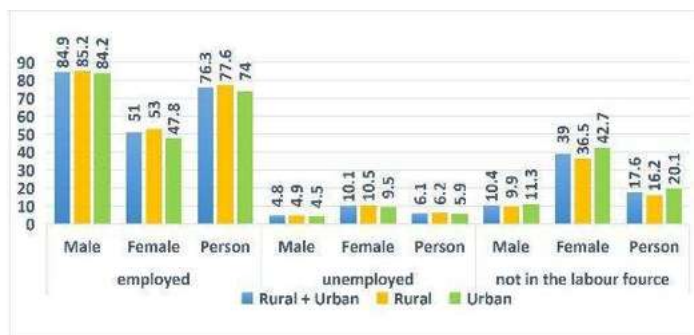
**Distribution of persons aged 15 years & above who received/receiving vocational training by broad activity status (in %)**



**Source: Ministry of Labour and Employment**

This figure shows the distribution of persons aged 15 years & above who received/are receiving vocational training by broad activity status under Usual Principal Status (UPS) Approach. Among the persons reported as received/receiving vocational training, around 76 per cent are reported to be employed and 6 per cent belongs to unemployed category. A noticeable share (18 per cent) of population received/ receiving vocational training are reported to be not participating in the labour force. A significantly high proportion of females (39 per cent) has reported to be out of labour force. The rural-urban estimates are not showing any commendable variation among broad activity status.

**Distribution of labour force aged 15 years & above who received/are receiving vocational training by gender, nature of training and activity status (in %)**

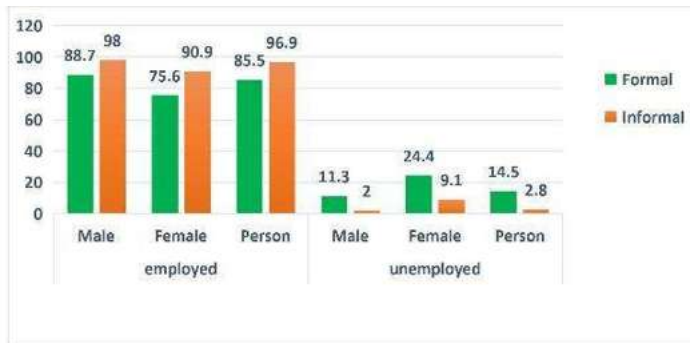


**Source: Ministry of Labour and Employment**

This figure shows the distribution of labour force aged 15 years & above who received/are receiving vocational training by gender, nature of training and activity status.

Among informally trained labour force, 96.9 per cent are employed under the Usual Principal Status approach. At the same time only 85.5 per cent of the formally trained persons are reported as employed under the same approach. The results indicate a true picture of India’s economy, which have dominant share of unorganized sector.

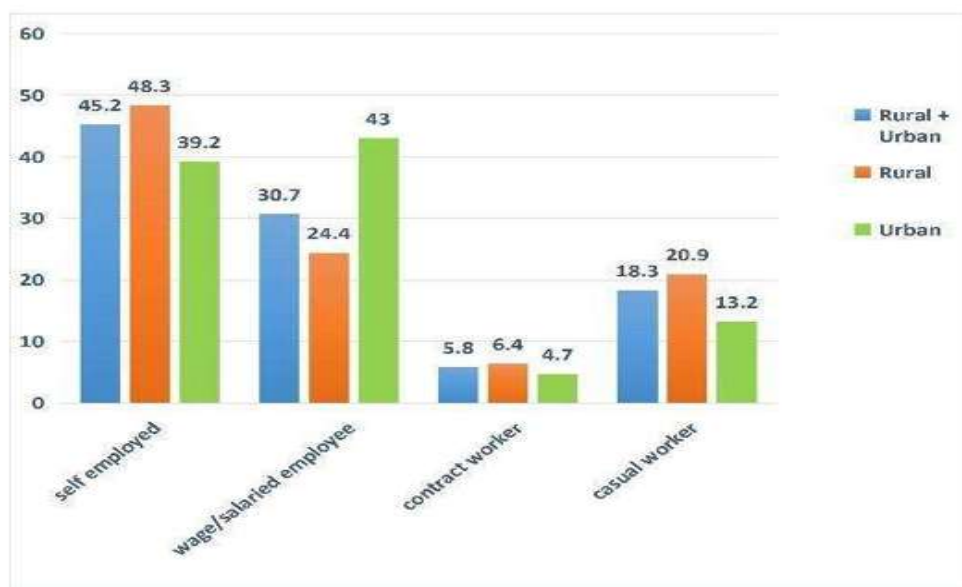
Distribution of persons aged 15 years & above who received/receiving vocational training by activities based on Usual Principal Status (ps) approach (in %)



Source: Ministry of Labour and Employment

This figure shows distribution of persons aged 15 years & above who received/receiving vocational training by activities based on Usual Principal Status (ps) approach. In this figure under broad category of employed persons who received/are receiving vocational training, 45.2 per cent are in self-employed category followed by wage/salaried employee (30.7 per cent). The share of vocationally trained casual worker category is 18.3. The share of vocationally trained contract worker category is the lowest at 5.8 per cent. The variation in rural+urban estimates are due to the distribution pattern of employed persons under these activities in rural and urban areas.

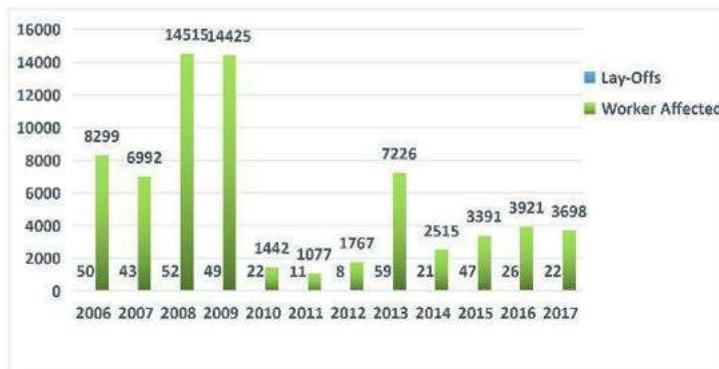
The effect of the number of closure units in both central and state sphere.



Source: Ministry of Labour and Employment

This diagram shows the effect of the closure in both central and state sphere. The number of closure units has been increased and decreased over a period of time. In the year 2006, the number of closure units were 168 and the number of workers affected were 7189. In the year 2010 the number of closure units were 41 and the number of workers affected were 3571. In the year 2014, the number of closure units were 34 and the number of workers affected were 4726. In the year 2017, the number of closure units were 34 and the number of workers affected were 1005.

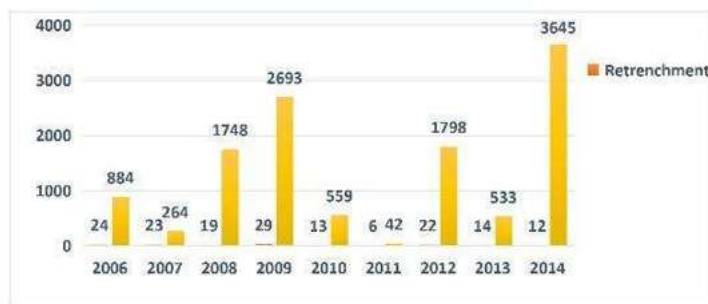
**The Numbers of Units of Lay-Offs and the Number of Workers Affected due to Such Lay-offs**



Source: Ministry of Labour and Employment

This figure explains the effects of lay-offs on the workers. The lay-offs have been increased and decreased over the period of time. In 2011 and 2012 it was low but in 2013 it increased but after that lay-offs decreased. The highest effect of lay-offs was found in 2008 and 2009.

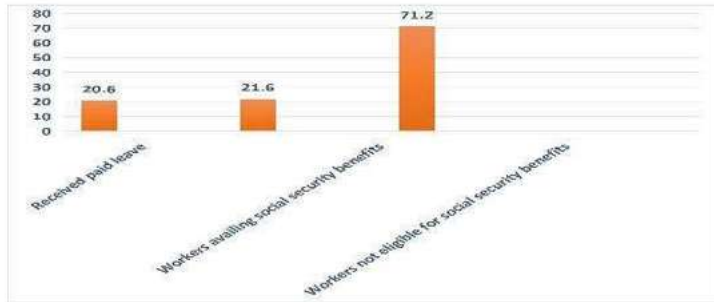
**The Numbers of Units Affecting Retrenchment and Workers Retrenched Therein**



Source: Ministry of Labour and Employment

This figure shows the effect of retrenchment on the workers. The retrenchment has been increased and decreased over a period of time. In 2006 and 2007 and it was low but it increased in 2008 and 2009. Further retrenchment has decreased in year 2010 and 2011 but after that, it increased again.

### Workers except for Self-Employed Who Received Paid Leave and Availing Social Benefits in % in the Year 2015-2016.



Source: Labour Bureau

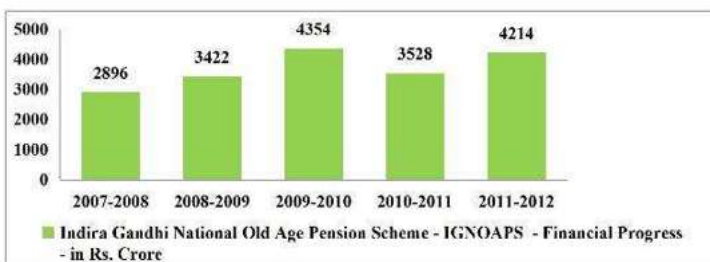
This figure shows the social benefits to the workers. There were 20.6 % of workers who received the benefit of paid leave and 21.6% of workers who received the benefits of social security and 71.2% of workers who were not eligible for social security benefits.

Government Initiatives for Improving the Condition of Workers in India:

#### Indira Gandhi National Old Age Pension Scheme

Ministry of Rural Development of India has introduced Indra Gandhi National Old Age Pension Scheme under the National Social Assistance Program in the year 2007. The old age pension scheme aims to provide social protection to the eligible beneficiaries.

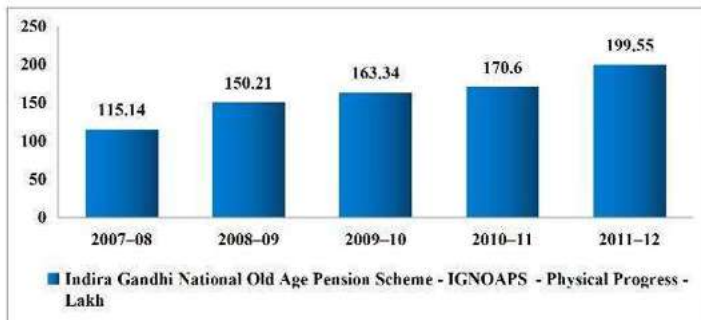
Financial Progress in crore



Source: data.gov.in

This figure shows that government initiative for the old age pension scheme. As the figure shows that in 2007-2008 the government spent 2896 crore, which has increased to 3422 in the year 2008-2009, which has further increased to 4354 crores in the year 2009-2010. But in the year 2010-2011 it has decreased to 3528 crores but after that in the year 2011-2012 it again increased to 4214 crores.

Physical Progress in Lakh



Source: data.gov.in

This figure shows how many people were benefited by Indira Gandhi National Old Age Pension Scheme. As the figure shows that in the year 2007-2008 115.14 lakh people were benefited, which has increased to 150.21 lakh in the year 2008-2009, further which has increased to 163.34 lakh in the year 2009-2010 after that it increased to 170.6 lakh in the year 2010-2011, which further increased to 199.55 lakh in the year 2011-2012. This shows that physical progress has been increased over a period of time.

#### Indira Gandhi National Widow Pension Scheme

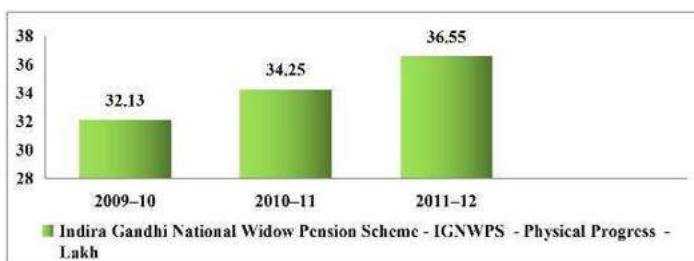
Indira Gandhi National Widow Pension Scheme was launched by the central government of India as a part of the National Social Assistance Program. This scheme provides widows living below poverty line pension of Rs 300 every month till their death.

#### Financial Progress in crore

Source: data.gov.in

This figure shows that the government spent money from year 2009 to 2012. In the year 2009-2010 the government spent Rs 152 crore, which has hugely increased to Rs 524 crore in the year 2010-2011 but in the year 2011-2012 it decreased to Rs 486 crore.

#### Physical Progress in lakh



Source: data.gov.in

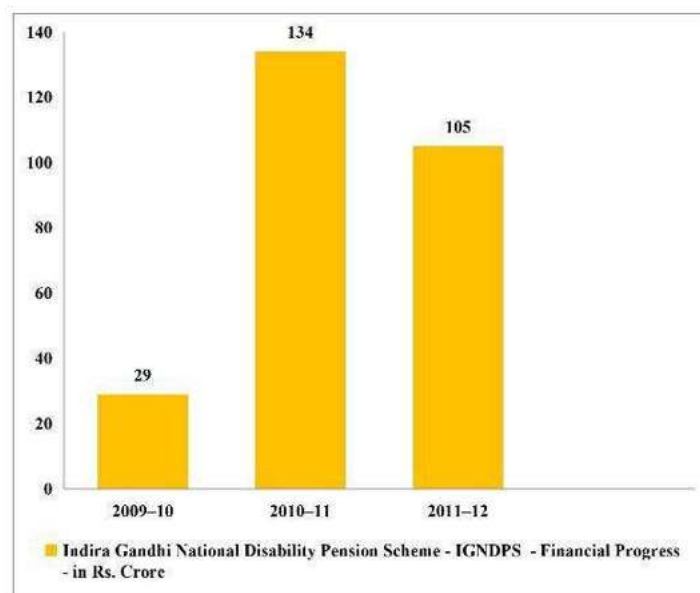
This figure shows how many people were benefited by Indira Gandhi National Widow Pension Scheme. In the year 2009-2010 32.13 lakh people were benefited by this scheme which further increased to 34.25 in the year 2010-2011 after that it further increased to

36.55 in the year 2011-2012. As a result, it shows that physical progress has been increased from year 2009 to 2012.

### **Indira Gandhi National Disability Pension Scheme**

The Indira Gandhi National Disability Pension Scheme was launched in February 2009 by the Ministry of Rural Development headed by the central government to support the disabled persons on our country. A sum of Rs 300 paid as a pension the up to age of 79 and a sum of Rs 500 above the age of 79.

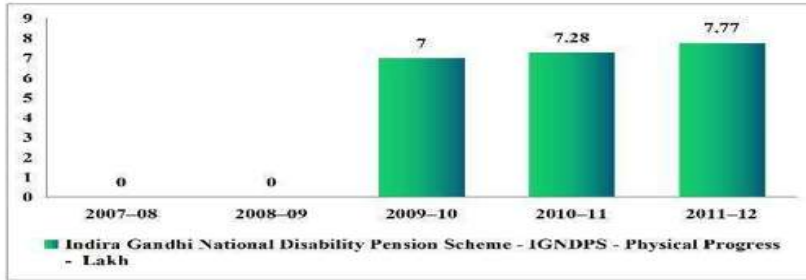
#### **Financial Progress in Crore**



**Source: data.gov.in**

This figure shows the government spent money under the Indira Gandhi National Disability Pension Scheme. In the year 2009-2010, the government spent Rs 29 crore which has tremendously increased to 134 crores in the year 2010-2011 but in the year 2011-2012 it has decreased to 105 crores.

#### **Physical Progress in Lakh**



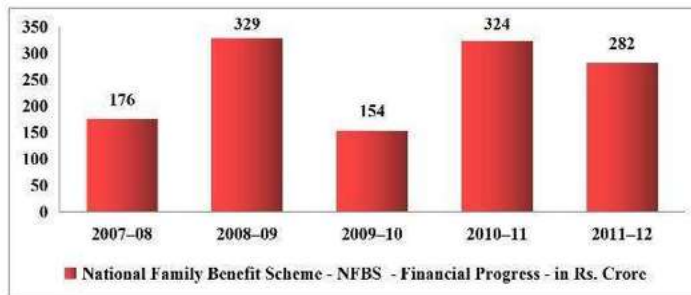
Source: data.gov.in

This figure shows how many people were benefited by Indira Gandhi National Disability Pension Scheme in Physical Progress in Lakh. In the year 2009-2010 7 lakh people were benefited under Indira Gandhi National Disability Scheme which has increased to 7.28 lakh in the year 2010-2011 which has further increased to 7.77 in the year 2011-2012.

### National Family Benefit Scheme

National Family Benefit Scheme is a social sector scheme and forms part of the National Social Assistance Program which was launched on 15th August 1995. This scheme provides social assistance and benefits to the eligible families.

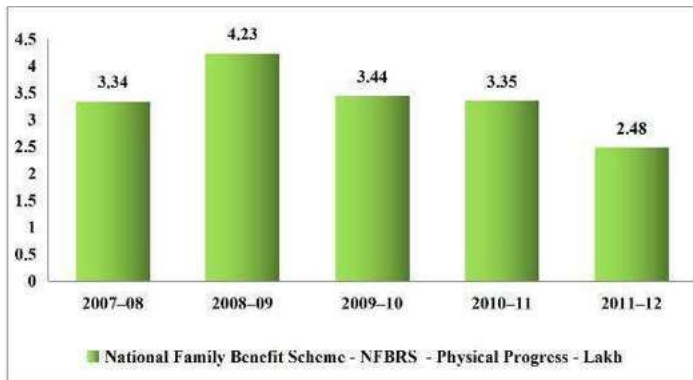
### Financial Progress in Crore



Source: data.gov.in

This figure shows that the government spent under the National Family Benefit Scheme. In the year 2007-2008, the government has spent Rs 176 crore under this scheme which has hugely increased to Rs 329 crore but in the year 2009-2010 it hugely decreased to Rs 154 crore. After that in the year 2010-2011, it hugely increased to Rs 324 crore further in decreased to Rs 282 crore in the year 2011-2012.

### Physical Progress in Lakh



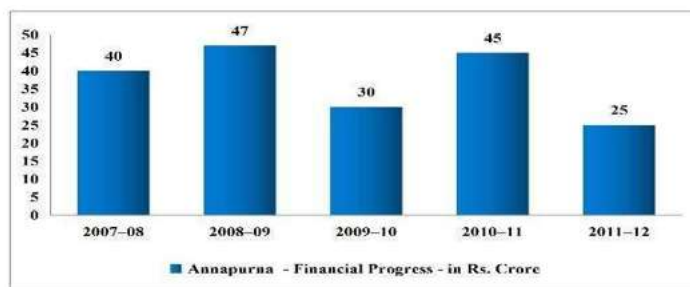
Source: data.gov.in

This figure shows how many people were benefited under the National Family Benefit Scheme. In the year 2007-2008 3.34 lakh, people were benefited under this scheme which has increased to 4.23 lakh, in the year 2008-2009 but after that, it has decreased to 3.44 lakh in the year 2009-2010 which has further decreased to 3.35 lakh in the year 2010-2011 which has further decreased to 2.48 lakh in the year 2011-2012.

### Annapurna

The Annapurna Scheme has been launched on 1st April 2000. It aims to provide food security to meet the requirement of that senior citizen who has remained uncovered under the National Old Age Pension Scheme.

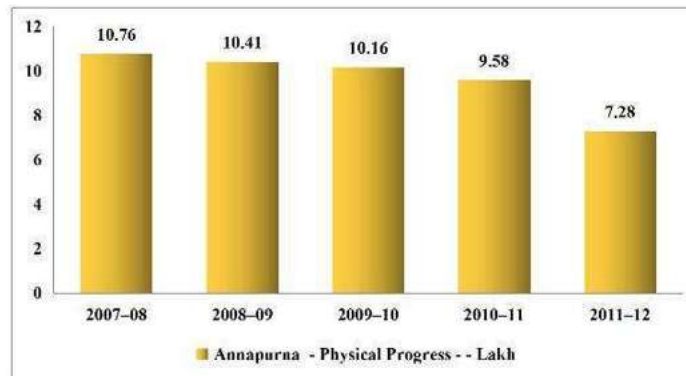
### Financial Progress in Crore



Source: data.gov.in

This figure shows that the government spent on Annapurna scheme. In the year 2007-2008, the government has spent Rs 40 crore on Annapurna scheme which has increased to Rs 47 crore in the year 2008-2009 but in the year 2009-2010 it has decreased to Rs 30 crore. In the year 2010-2011, it has increased to Rs 45 crore but in the year 2011-2012 it has decreased to Rs 25 crore.

### Physical Progress in Lakh



Source: data.gov.in

This figure shows how many people were benefited under the Annapurna scheme. In the year 2007-2008, 10.76 lakh people were benefited which has decreased to 10.41 lakh in the year 2008-2009 which has further decreased to 10.16 lakh in the year 2009-2010. In the year 2010-2011, it further decreased to 9.58 lakh which has further decreased to 7.28 lakh in the year 2011-2012.

## Conclusion and Recommendation

### Major Findings

Female WPR has been decreased over the period of time and also urban females WPR is low as compare to rural females. WPR in Current Weekly Status has been decreased in females. WPR in Current Weekly Status is low in urban females as a comparison to rural females. WPR in Current Daily Status been reduced in females while on the other hand there is slightly increased in males.

Unemployment has been increased over the period of time in Usual Status both in the rural and urban area. In Current Weekly Status, unemployment has been increased in both rural and urban areas. The urban area has more unemployment then rural area. In Current Daily Status, unemployment has been increased in both rural and urban areas. The urban area has more unemployment then rural area.

High labour force participation was found among graduates and post graduates' persons. However, the unemployed proportion is also on the increase with increase in education level.

Reasons for underemployment are miss-matching(education/skill/experience), low remuneration, family/personal problems, and others. For graduates and post graduates alike, the main reason for unemployment was non-availability of jobs matching with education/skill and experience. This clearly brings out the prevalence of skill mismatch in the labour market which renders even highly qualified individuals jobless.

Skills in India are largely acquired through two main sources: formal training and informal. Nowadays, vocational courses are becoming quite popular among youth because it is believed that taking these courses would provide more and better employment opportunities than those provided by conventional academic courses.

Due to the closure, as a result, many workers get unemployed. Over a period of time, the lay-off has been increased as a results worker get unemployed. Retrenchment has been increased over a period of time, which leads to unemployment.

Recommendations:

The government must focus on the participation of females in the labour force. The government should make some policies that encourages women to participate in the labour force and must revive the rural area as a job category.

Education and Skill are the powerful factors of economic growth and social development of a country. The employment policies should be based on identifying the different target groups more effectively, placing immediate focus on people with the lowest level of vocational education/skill and promoting decent work.

To achieve India's, aim to become a 'knowledge economy' in the coming decades, the country should give ample importance to advancement of skills and these skills have to be relevant to the emerging economic environment.

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