UNEMPLOYMENT IN INDIA

A Select Annotated Bibliography

DISSERTATION
Submitted in partial fulfilment of the requirements for the award of the degree of
Master of Library & Information Science
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UNDER THE SUPERVISION OF
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LECTURER

DEPARTMENT OF LIBRARY AND INFORMATION SCIENCE
ALIGARH MUSLIM UNIVERSITY
ALIGARH (INDIA)
1998
Dedicated to
My dearest mother-Late Mrs. Asman,
Who left for heavenly abode
While I was doing this courge
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I express my deep and sincere gratitude to Mr. Masoom Raza, Lecturer, Department of Library & Information Science, Aligarh Muslim University, Aligarh for his valuable guidance, cooperation and encouragement to complete this work. The ideas and suggestions given by him, have helped me very much during the process of compilation. This work could not be completed without his able guidance.

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I would also like to express my gratefulness to my respected father who helped and encouraged me in all respect in completion of this work.

I am also thankful to my friends and my nieces Sana & Bushra for their help.

*Shaheen Ara*

*SHAHEEN ARA*
AIM, SCOPE AND METHODOLOGY

AIM & SCOPE

Even after 50 years of freedom, India still remains a rich land with poor people. Inspite of various efforts made by the government, the problem of unemployment is increasing day by day resulting poverty in the country. This situation made me realise the significance of this subject and therefore, I took this subject for compilation of an annotated bibliography, which is intended to bring at one place annotations of the significant literature available on the topic "UNEMPLOYMENT IN INDIA".

The bibliography is although selective in nature yet attempt has been made to cover all aspects of the topic herein.

METHODOLOGY

The procedure followed in preparing this bibliography as follows:

1. The secondary sources were consulted in Maulana
Azad Library, Aligarh Muslim University, Aligarh to find out the location of the article. These secondary source were:

1.1 Index India (Rajasthan University, Jodhpur).

1.2 Indian Press Index (Indian documentation service, Gurgaon).

1.3 Guide to Indian periodical Literature (Delhi Library Association.

2. The relevant bibliographical details were noted down on 5"x7" cards following the ISI standards.

3. The primary sources were consulted in Maulana Azad Library, AMU, Aligarh as well as in:

3.1 Seminar Library, Department of Commerce, Aligarh Muslim University, Aligarh.

3.2. Seminar Library, Department of Economics, Aligarh Muslim University, Aligarh.
4. On completion of the abstracts, subject headings were assigned. Subject headings are completely co-extensive to the extent possible.

5. The subject headings were arranged in an alphabetical sequence of various elements.

In the end author and title indexes were prepared, providing reference to various entries by their respective numbers.

**STANDARD FOLLOWED**

Bibligraphic Reference for Periodical Articles:

Care has been taken to follow strictly the rules and practices of CCC. Thus it gives a uniformity for the bibliographical references throughout the selected bibliography. Attempt has been made to give the fullname of the periodicals. The items of bibliographical references for each entry of periodical are arranged as follows.

a. Name (S) of author (S)
b. Fullstop(.)

c. Title of the article includingstitle, if any

d. Full stop(.)

e. Title of the periodicalin full and underlined

f. Full stop.

g. Volume number in Indo-Arabic numericals

h. Comma (,)

i. Semicolon (;)

K. Year of publication

l. Comma (,)

m. Month of publication

n. Semicolon (;)

O. Inclusive pages of the Articles.

**SPECIMEN ENTRY**

Entry No. Chaudhri (Chubham). Structural changes
in the employment of women 1971-1981. Productivity
21,6;182, March;71-78.

**SUBJECT HEADING:**

Attempt has been made to give co-extensive subject
heading as much as possibl, it willfacilitate the
readers to find out desired article (s) from this
bibliography.

**ARRANGEMENT:**

An entry is preceded by subject heading in capitals.
The entry begens with entry element (i.e.surname of
theauthor) in capital, followedby the secondary element
(i.e fore name in parenthesis and then title of the
article, whichis followed by the under lined titles of
the periodical, its volume, issue no, Month of
publication and page no. Each entry is then followed
by an informative abstract of the article.
INDEX

The index part contains a separate author and title index. The index guides to the specific entry or entries in the bibliography. It is hoped that it will be found useful in consultation of the bibliography.
Part -I
Introduction
UNEMPLOYMENT IN INDIA

Introduction

Unemployment in India, both in terms of magnitude and severity, indeed poses a formidable challenge as is also evident from the following data:-

Unemployed persons as registered with employment exchanges at the end of March 31, 1996.

<table>
<thead>
<tr>
<th>Name of state</th>
<th>No of registered unemployed (in thousands)</th>
</tr>
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<tbody>
<tr>
<td>West Bengal</td>
<td>5435.8</td>
</tr>
<tr>
<td>Bihar</td>
<td>3712.6</td>
</tr>
<tr>
<td>Maharashtra</td>
<td>3691.5</td>
</tr>
<tr>
<td>Tamilnadu</td>
<td>3438.0</td>
</tr>
<tr>
<td>Kerala</td>
<td>3307.1</td>
</tr>
<tr>
<td>Andhra Pradesh</td>
<td>2851.9</td>
</tr>
<tr>
<td>Uttar Pradesh</td>
<td>2496.0</td>
</tr>
<tr>
<td>Madhya Pradesh</td>
<td>2181.3</td>
</tr>
<tr>
<td>Karnataka</td>
<td>1752.3</td>
</tr>
<tr>
<td>Assam</td>
<td>1256.4</td>
</tr>
</tbody>
</table>
Mobilisation of resources, accelerated growth, selective pattern of investment, proper choice of techniques, appropriate spectrum of economic activities in rural and urban areas with due consideration to the capital-employment ratios and the availability of complementary factors of production suggest the multi-pronged approach required to tackle the problem. For instance, construction activity has large employment potential and is needed in the villages so far as the creation of temporary employment is concerned. Therefore, from the production as well as employment point of view, the construction activity must be given top priority.
On the industrial front, many fiscal incentives etc. are being discussed and given. They will certainly help to eradicate the unemployment. Some of the industries like cash crops, plantation, foodgrains, mining, ceramics, glassware, brickmaking etc. are most employment intensive industries. Though some of the industries create very little employment within themselves, yet through the purchases they make from other industries, they are very employment intensive. So, such industries should be given fiscal incentives to develop their working, resulting thereby the increase in the employment.

The third area of policy is science and technology, with the help of which intensiveness of employment can be improved considerably. But technology should be such that productivity is not low and employment generated is also not low. We can either get more employment by changing the ratio of investment between A and B in favour of whatever is more labour-intensive
or within each sector we choose the more labour-intensive technology. First policy is the policy of product-mix which is more labour-intensive. Second policy is the policy of technology-mix within each industry, such as we get a little more employment.

The fourth area is the issue of supplemental employment programme of the rural works type, basically offering public sector employment in the rural areas, for unskilled labour in the first instance, and may be to other types of labour later on. But the need for supplemental employment programmes arises and will remain because rough calculations show—they may be revised later on as we do our home work—that even if we have the product-mix and technology-mix, the pressure in the labour market is so great that a substantial reservoir of unemployment still remains, and in fact even the time by which we may have product-mix and technology-mix may be pretty far. What do we say to the unemployed in the next ten or fifteen years? Until we have adjusted our investment and technology patterns,
which will take sometime, we cannot ask the unemployed to wait. Therefore, supplemental assurance of employment is immediately necessary. What we need is something like block level planning for full employment. The Block level is a better level than either the village or any other level. In many parts of the country, unknown, unpublicized organisations have done excellent block level planning. Among these are the Council of Social Development, Association of Voluntary Agencies for Rural Development and Sarva Seva Sangh. Recently, in the new programme of integrated rural development, the Indian Council of Social Science Research has done some excellent block level planning in Maharashtra. They are now doing it in other block in the country.

Structurer reforms are also needed in the rural areas to solve the unemployment problem. Without a change of land relations we cannot have equity of the Gandhian type or socialist type or whatever. But apart from that, there is the important point that many of
the technological things, which we are talking about in the rural areas, are not possible in some parts of the country. Technological operations are not possible at all without an institutional revolution of some kind. Even in the matter of irrigation there are parts of the country where minor irrigation channels, etc. create problems which cannot be solved at all without a change in land alignments and land relations. Then there is the obvious truth that labour is larger on small farms and just like anything else, when have to look at the distribution of land from the employment point of view. So from the employment point of view, from the equity point of view and from the point of view of carrying out even some technological operations like irrigation efficiency, a redistribution of land is necessary in India.

There is also a sector within the small sector today, about which we are totally ignorant. This is non-manufacturing, small informal sector in the cities
in which 80 percent of the urban labour force is involved. This sector includes small porters, retailors, vendors, rickshaw pullers, salesmen, barbers, tailors etc. Since unemployment and underemployment in cities are mostly in this sector, we ought to attend to it and develop special schemes to help it growth.

The employment scenario in recent years has shown some encouraging indications. Estimates of employment generated in the terminal year of the Sixth Plan show an excess over the targets for the year. Likewise, the Seventh Plan also envisages generation of employment for more than 40 million person-years which was estimated to exceed the fresh accruals to the number of job-seekers during the plan-period. Some backlog of unemployment was expected to be cleared in the Seventh Plan-period. The Eighth Five Year Plan document states that there is an estimated backlog of unemployment (according to the weekly status) of nearly 23 million persons in April 1992. There will be an
additional inflow of around 35 million in the labour-force during the plan-period. "The employment growth will have to be about 4 per cent per annum if the goal of providing employment to all by the end of the Eighth Plan is to be achieved and around 3 per cent if it is to be attained by 2000 A.D." The Plan, however, concedes that only an average employment growth-rate of 2.6 to 2.8 per cent per annum would be within the realm of feasibility. Nearly negligible rate of growth of employment in the organised sector indicators that whatever employment opportunities may increase during the plan-period will be in the low productivity segment of the unorganised sector. That world only result in artificially giving the impression of labour-force absorption, whereas the problem of unemployment will continue to exist.

Unemployment situation in India, like various other developing countries, has quite a few dimensions which are not amenable to quantification and measurement. Even so some magnetised of unemployment
reveal very clearly that chronic unemployment has tended to increase over time. Under-utilisation of available labour-force in the rural areas far exceeds that in the urban areas. The proportion of educated among the jobseekers is nearly equal to that of the uneducated.

Unemployment problem in India has the potential of remaining intractable, given the rapid increase in population, unless rapid economic growth takes place. The generation of employment opportunities to absorb the existing and growing labour-force calls for an acceleration in the investment programme. The warranted rate as well as the pattern of investment in the country have to absorb the natural growth in labour-force, besides clearing the backlog. Investments however, need to be so directed as to provide more jobs at higher levels of productivity. Equally necessary is the intensification of the measures to restrict population growth, while at the same time continuing to assist those who cannot earn an adequate living.
UNEMPLOYMENT AND POVERTY

A debate lately arisen whether poverty and unemployment are correlated or uncorrelated phenomena. The debate was initiated in a way by Prof. D.T. Lakhdawala, the then Vice-Chairman, Planning Commission, when he observed "In many poor regions of the country, unemployment rates are comparatively low... low standards of living of landless labourers are associated with fairly low. But it is not logical to draw this inference, because unemployment rate as measured in terms of "disposition of labour time", without considering the wage rate does not enable one to establish a meaningful relationship between unemployment and poverty. Again, the very structural characteristic of Indian agriculture, and self-employment in non-formal areas may in themselves be responsible for this sort of situation, because in these areas labour may be fully employed according to the time criterion, but the earning may be very meagre, so that employment and
poverty may coexist. Similarly, those in the poorest stratum can hardly manage to survive unless they do some work, however irregular or low paid it may be and that is the reason why unemployment among the poor is rare, according to the present definitions of unemployment. It has therefore, to be recognised that the answer to poverty lies not in "relief", but in increasing the capacity of the poor so that they become employable (either on wage or self-employment basis) to meet their both ends. Excessive pressure for immediate results, as measured by goods and services delivered, drive our attention to institution building and make it difficult to move beyond a Relief and Welfare approach to poverty. Quite often poverty is identified with unemployment. Even if poverty in a large measure is attributable to unemployment these ought to be treated as two distinct problem.

**STRUCTURAL CHANGE IN EMPLOYMENT**

The structural change in employment can be studied
(a) in terms of organised and unorganised sectors, (b) in terms of economic sectors, and (c) in terms of organised and unorganised sectors in different economic activities.

The data regarding organised sector are available from the Employment Market Information (EMI) surveys of Directorate General of Employment and Training. The EMI surveys are conducted quarterly in March, June, September and December, and cover all establishments in the public sector, and those establishments in the private sector which employ more than 10 persons on the last day of the quarter. Employment data of certain economic sectors are also available from other sources, for example, from Annual Survey of Industries, Tea, Coffee and Rubber Boards, Director General Mines Safety, Railway Boards, Directorate General of Posts and Telegraphs, Labour Bureau etc. but these data pertain to specific sectors and differ in terms of converge of establishments and
concept of employment, among themselves as well as vis-a-vis EMI survey of DGE and T. However, the EMI data, which are most comprehensive, have been adjusted in certain sectors where an undercount was clearly evident. The employment in organised sector which stood at 18.5 million in 1971 increased to 19.9 million in 1973 to 22.8 million in 1978 and to 22.9 million in 1981, that is by 24.0 per cent between 1971-81 as against an increase of 25.9 per cent in the unorganised sector employment and 25.8 per cent in the total employment. The share of organised sector in total employment has been about 1/12th and that of unorganised sector has been 11/12th all through the decade, thus in eating little structural change in employment in terms of organised and unorganised sectors.

The Draft Five Year Plan 1978-83 sums up the slow growth of unorganised sector to provide employment to additions to labour force in the following words:

"Between 1971 and 1978, non-agricultural activities
absorbed about half in the organised and half in the informal sector. The general pattern of manpower development in the country is such that only 10 to 11 per cent of the increases in the labour force finds employment in the organised sector, while the rest drifts into part time employment in the rural areas or in the informal sector of urban industry or trade or becomes chronically unemployed. This lack of employment obviously reflects the waste of a potentially productive source.

According to NSS surveys, between 1973-78, the employment in agriculture increased from 174.7 million to 190.8 million (9.2 per cent), that in manufacturing industry from 20.8 million to 27.0 million (29.9 per cent) and in other sectors from 40.60 million to 52.09 million (28.3 per cent). The share of employment in agriculture, manufacturing and others has changed from 74:9:17 in 1973 to 71:10:19 in 1978, thus indicating structural shift @about 0.5% per annum from agriculture
to manufacturing and 'others' in terms of broad economic sectors. Between 1973 and 1978, the general pattern of manpower development in the country has been such that of the increase in employment about 1/2 has been absorbed in agriculture, 1/6 in the manufacturing industry and 1/3 in other sectors.

The share of organised sector employment in different industry divisions reveal that whereas in both the years the overall share of the organised sector has not changed much (8.44 per cent in 1973 and 8.43 per cent in 1978), its share has increased a little in agriculture and mining, and has decreased a little in all other sectors including manufacturing.

**MEASURES SUGGESTED IN VARIOUS FIVE YEARS PLANS TO ERADICATE UNEMPLOYMENT**

The various five year plans has emphasised employment generation as a major objective. The employment policy during the plans has to meet the two major goals of reducing underemployment for the majority
of labour force and cutting down the long-term unemployment. Though a lasting solution to these problems could be found only within the framework of a rapid and employment-oriented economic growth, suitable measures have also to be evolved in short-term in a coordinated way, for the benefit of the weaker sections particularly the educated unemployed women and the rural poor. The following policies and programmes have been outlined/introduced in various five year plans to eradicate unemployment in India:-

1. Since the public sector employment accounts for only a small fraction of total employment and since there is no likelihood of its rising appreciably, emphasis will have to be placed on employment in private sector in agriculture, village and small industries and allied activities and in non-farm operations.

2. In the production of goods and services, a given target can be reached by allocating production to
the small scale or to medium/large scale units or
to a mix of the two. Wherever clear alternatives
for production of goods and services are available,
labour-intensive technologies and processes must
be preferred provided the productivity is not unduly
effected. At the same time effective measures will
be adopted to enhance the productivity and
competitive power of cottage, village and small-
scale industries so as to fully exploit their
employment potential without loss of efficiency.

3. Some of the major plans/programmes with significant
employment potential are: (i) the integrated rural
development programme which (ii) the operation flood
II dairy development projects, which have been
evisaged for organisation of dairy development
district units to ensure milk supply to the
metropolitan cities and towns with a population of
more than 1 lakh to provide employment.

4. Small farmers and fisherman development agencies
to provide assistance to small farmers and to fishermen.

5. Development of cottage, village and small industries including handloom and handicraft agriculture etc.

6. The national Rural Employment Programme (NREP) to cover all the blocks in the country and provide wage employment particularly during the slack agricultural season.

7. Works for environmental sanitation, slum improvement, tree plantation, construction of houses for the economically handicapped people etc. with a view to increasing the incomes and employment among the urban poor.

8. Minimum needs programme including water supply, health, electrification of rural areas, elementary rural education, house sites to landless labourers etc. to generate employment in construction industry for the unskilled persons.

10. Expansion of special employment schemes in rural areas for the benefit of unskilled labour.

11. Programmes for scheduled castes and scheduled tribes to develop a wide variety of income earning occupations to provide employment.

12. Women Employment Programmes: Though the sectorial plan programmes would take care of work opportunities for both men and women, special attention would be paid to increasing employment of women in greater numbers without any bias relating to type of occupation. Modernisation of traditional of women would be selective and would include simultaneous development of skills for alternative employment for them. All agencies which are responsible for generating employment opportunities for women or training them for self-employment or
wage-paid employment will need to monitor the share of women in the benefits of various programmes.

13. Educated Employment Programmes: Various programmes will be strengthened in the primary sector for the educated unemployed, for example, rural extension system, expansion of rural infra-structure and social services under the minimum needs programme, development of agriculture, animal husbandry, fishery and agro-forestry. In addition, efforts would be made in particular to divert matriculates who form the bulk of the educated unemployed to non-clerical occupations and self-employment.

14. Self-Employment Programmes: Measures to assist the self-employed persons in rural and urban areas, such as, promotion of industrial estates for handicraft, development boards for village and cottage industries, Advisory Boards for self-employed workers like vendors, traders, etc.
15. District Level Manpower Planning: To meet the problem of unemployment and underemployment at micro-level a disaggregated approach has been made and District Manpower Planning and Employment Generation Councils have been formed in each district which prepare a manpower budget for the district, work out employment implications of Government schemes and programmes, identify avenues of self-employment which are sound from the point of view of their cost, return and risk structure, and promote individual and group self-employment in various fields.

16. Linkages between the District Manpower Planning and Employment Generation Councils with the local educational and training institutions will help in bringing about a proper match between admission policies and course curriculum organisation on the one hand and employment opportunities and skill requirements on the other.
17. Some of the new schemes for employment generation in the rural areas, particularly the Prime Minister's Rozgar Yojana (PMRY) Jawahar Rozgar Yojana (JRY) are being pursued with a view to accelerate the pace of employment generation in rural areas and mitigate the adverse impact of chronic unemployment on the rural poor.

EMPLOYMENT-ORIENTED DEVELOPMENT STRATEGY

The employment-oriented growth strategy should have a growth-oriented sector and an employment-oriented sector, and both these sectors must move in an integrated and coordinated manner for sustained development. We have in the industrial system the complex of basic industries which reproduces all the components of the complex itself and in addition produces machinery for the consumption goods manufactures. This complex is usually called the Heavy industries sector and is comprised of machine tools, heavy engineering machines and metals, heavy transportation, power etc. This is
the crucial sector for achieving higher rate of economic growth. Another sector is the consumption-goods sector, which because of its being encouraged to use a low degree of mechanisation is crucial for generating employment largely for the surplus unskilled labour.

AN APPROACH TOWARDS FULLER EMPLOYMENT

The creation of new jobs in economy does not depend wholly, or even mainly, on the investments envisaged in the Plan. Non-plan outlays of Government as well as
what happens in the unplanned sector of the economy — the consumption expenditure of the people and the level of their voluntary savings — have also a profound impact on the level of employment. The educational system also exercises an influence on it, favourable or unfavourable, depending on whether or not the supply of trained and educated personnel meets the needs of employers. Therefore, for an integrated employment policy, it is necessary to examine the key determinants of the employment level in the economy, both within and outside the parameters of the plan.

At the outset, it is necessary to recognise that the object should be not to create jobs with a view to give a dole in disguise, such as is provided in famine relief operations, or when an industry, whether in the public sector or in the private sector, is asked to retain in its employment workers who are surplus. Instead, employment in addition to being a source of income to the needy, should be looked upon as an instrument to raise the level of output, thus
contributing to growth, and to satisfy the demand in the community for goods and services, thereby curbing inflationary pressures. This multi-dimensional role of employment should always be kept in view, and employment promotion schemes should not be conceived as charitable activities.

One of the difficulties in launching employment generating programmes is the paucity of resources. For most productive jobs, some capital has to be invested, and we are undoubtedly short of capital. But, perhaps this obstacle is not as formidable as it is made out to be. There are plenty of jobs, particularly in the services sector, which need very little capital. Our rate of savings is quite high. Even the capital already invested is not sustaining as high a level of employment as it should. The resource constraint should be recognised but not overplayed.

But there is another constraint to which not enough attention has been given. Wages are paid not out of
the capital invested but out of the sale proceeds of
the goods produced. If an industry cannot sell its
products, it gets into financial difficulties. It may
have to retrench its workers or even close down. In a
country with low incomes, inadequacy of purchasing
power of people, as Nurske pointed out, lowers the
inducement to invest even if capital is available.
Actually even in prosperous countries, if for any
reason there is a decline in aggregate demand,
investments slacken, industries lay off workers and
unemployment increase. In poorer countries, there is
a chronic shortage of effective demand. People have
unsatisfied needs galore, but they don't have the
money to pay for them. Therefore, when we think of
ways to create job opportunities at a faster pace in
the coming years, we should not think merely of ways
in which the necessary capital can be found; we should
concentrate even more on ways in which the level of
effective demand can be raised so that more people can
be put to work to satisfy it.
We have in the previous plans taken heroic measures to curb consumption and mobilise more savings for investment. The time has come to give a second look at consumer demand, with a kindly eye and not a frown, because of the role which it can play in stimulating investment and creating opportunities for gainful employment.

The view that inadequacy of demand is a major constraint raising levels of employment and, therefore, steps should be taken to augment demand seems to run counter to the consideration that strong inflationary pressures in the economy, there is need to curb demand. All over the world, policy-makers have to face a somewhat similar dilemma when both inflation and unemployment seem to be on the increase at the same time. We have to evolve a policy to stimulate employment without accentuating inflationary pressures. Towards this end, we need to look at demand not in the aggregate but in sectoral terms, taking note of the wide
disparities in the level of demand in different sectors of the economy.

First of all, we have millions and millions of people who have very low levels of effective demand. With their low incomes, they cannot afford to satisfy their basic needs because they lack purchasing power. We do set aside some resources, however limited, to meet their requirements and alleviate their poverty. We should consider whether and to what extent these very resources can be harnessed to provide them with jobs which are really productive, and not used for plain and simple hand-outs.

Secondly, fresh outlays in the subsequent five year Plans as well as in the non-plan sectors any how created more jobs. With reorientation of investment priorities, the ratio of employment to investment can be enhanced. As the number of workers increases, their consumption expenditure will add to the stream of demand, particularly for wage goods, the most important
of them being foodstuffs. Unless, we can achieve a matching increase in their supply, prices will rise. But if we step up production, more employment would be generated and the stability of prices would not be threatened. With a good stock of foodgrains and idle capacity in the textile and other industries today the potential exists for ensuring that the supply of wage goods matches the demand created by new employment with the minimum of additional investment. In any event, resources for higher food production would be there in the plan. And for most other wage goods, if the demand for them picks up and their profitability improves, private investment would provide the requisite capital, by diverting it, if necessary, from luxury industries. A chain reaction can thus be set up, in which higher employment leads to an increase in demand which generates more employment in the wage goods sector.

Thirdly, in the middle and upper income categories,
of them being foodstuffs. Unless, we can achieve a matching increase in their supply, prices will rise. But if we step up production, more employment would be generated and the stability of prices would not be threatened. With a good stock of foodgrains and idle capacity in the textile and other industries today the potential exists for ensuring that the supply of wage goods matches the demand created by new employment with the minimum of additional investment. In any event, resources for higher food production would be there in the plan. And for most other wage goods, if the demand for them picks up and their profitability improves, private investment would provide the requisite capital, by diverting it, if necessary, from luxury industries. A chain reaction can thus be set up, in which higher employment leads to an increase in demand which generates more employment in the wage goods sector.

Thirdly, in the middle and upper income categories,
quite a large number of people have to go without the goods as well as services for which they have the capacity to pay. Their pent up demand has the potential of creating new jobs if ways can be found to satisfy it. The resources which would be needed can, in most instances, come from the very people who are suffering from the existing shortages, through appropriate techniques.

We should not continue to believe that the working classes in India need only the simple basic necessities of life. Whether we like it or not, a wide range of consumer goods which are the products of modern technology are in demand, particularly among industrial workers whose money incomes have reached the level of middle income office workers. There is a growing propensity among them to go in for products of modern technology such as transistor, radio and even television sets, fabrics made of synthetic fibres, electrical household appliances and the like. This demand instead
of being toward through licensing restrictions on their production and high excise duties on their inputs should really be harnessed to create more employment.

What comes in the way of doing so is partly the belief that the poor have a preference for simple things. So we have tried to encourage and even compel production of standard cloth which remains unsold, while synthetic fibers despite heavy taxation is in great demand which in fact leads to massive smuggling. It has been estimated that the value of smuggled cloth is now higher than the value of smuggled gold. Would not be better even from the resource angle, if we take a broad view of the situation, to meet this demand higher domestic production and lower rates of taxation, so that we create more employment and stop the leakage of foreign exchange and the generation of black money on account of smuggling?

One of the reasons for discouraging the production of consumer goods has been the argument that restraints
on consumption are essential in order to generate more savings, of which we are so short and which alone can provide resources for investment and raised income levels in the future. This was a sound enough line of reasoning during the 50's and even 60's. But our level of savings is now quite high. In some years, the level of savings has gone above the level of domestic investment. The boom on the stock exchange clearly indicates that the resources for investment are facing a lack of adequate opportunities for new investment.

Further, there are growing signs of discontent among those who honestly pay their taxes, the rate of which are undoubtedly high, while those who manage to evade them seem to be flush with funds. While the people were prepared to accept in the Second and Third Plans period that they must keep their levels of consumption down in order that they may be able to afford higher levels of consumption in the years to come, at the end of the Sixth Plan, their mood was
different. They found that were no longer prepared to put up with shortage without protest. Therefore, the case for both industrial licensing policy and fiscal policy being oriented towards higher production of consumer goods is strong in its own right and gets reinforced when we think of employment.

Finally, turning to the consumer demand of the rich, a number of factors have to be taken into account in determining the right priorities. The contribution, which it can make to employment generation, would certainly be a factor which must be taken into reckoning. Even luxury products, if they are highly labour intensive, may well deserve a measure of priority. Thus, expensive shawls and carpets which provide so much employment are rightly taxed at very low rates, because they result in a transfer of incomes from the rich to the poor. Such liberality of treatment should not be confined to traditional crafts alone. Even products of modern technology, such as various electronic goods, if they are truly labour intensive,
should be produced in much larger quantities, particularly as otherwise they get smuggled and create employment outside India which could otherwise have been created within the country.

Finally, when talking of priorities, a word is necessary about the tertiary sector which provides the services needed by the community, both by the rich and the poor. As a rule, the service sector relies mainly on manpower and uses capital and other inputs only marginally. Its resource requirements are not great and can be often mobilized through appropriate techniques from those who benefit from the service. But somehow in our plans and programmes, the production of goods seems to have received more priority than the provision of services. In the context of employment generation as well as public satisfaction, appropriate adjustment in the inter se priority of different sectors is clearly necessary.

These are some of the ways in which a major spurt
to employment can be given in next five year plans, within the frame work of resource availability, by appropriate changes in priorities, policies and procedures as well resource mobilisation techniques.
Part -II

Bibliography
UNEMPLOYMENT.


The study was undertaken to measure the magnitude of unemployment, the author proceeds to outline the rural Vs urban unemployment time trend and labour force projections. Inter-state incidence of unemployment, educated unemployment, the problem of underemployment. The dimensions of unemployment in the country must be seen not only in a time frame but also in terms of the income earned or not earned by the persons. According to the author the problem traces back to the causative factors. The first is economic engineering factor. Our investment policies and substantive programmes in regard to agriculture and allied occupations, industry and mining, health and family planning and education and training. The second factor
which is a pre-condition for generating the programmes of employment creation and increased income distribution.


The author studied the intensity of employment as measured by number of hours worked per worker, he found that period of lowest intensity was not January but July. Agriculture labourers put in more hours of work. But some months they had no work in developing countries, like India, Pakistan no labour intensive community works have been undertaken. In the village study a number of such works have been completed.


Unemployment is both and economic and human problem. In spite of an agricultural break-through
industrial development and all round increase in per capita income. The problem of distribution of income and unemployment assumed serious proportion. Industry has an important role to play with regard to employment in the urban scene. The advantage of the industrial sector is that it has the capacity to absorb an entire range of skills and, as a direct consequence of its productive capacity, promote, employment opportunities in the tertiary sector.


The aim of this study was an attempt to provide employment and unemployment estimates for India. The period was 1951-61 I.S. The period covered by the first and second five year plans and was largely confined to the estimates of
additional employment created, supply of labour, and the resulting net increase in the unemployment under employment and open unemployment combined. The author also studies the relationship between the pattern of investment and the result and pattern of additional employment. The study is divided into five sectors. The first sector includes divided into five sections. The first section includes an introductory and the historical background. Second analyses factors such as population growth, evaluation and development of modern industries and changes in occupational structure have been analysed. Third part contains the total increase in employment during 1951-61 with each five year period (1951-56 and 1956-61) considered separately. Fourth part contains estimates of the increase in the labour force. Fifth part deals with investment employment relationship in the major sectors actually made to reduce current unemployment.
5. BHARDWAJ (Ramesh A). Unemployment in underdeveloped countries definition and conceptual. Indian Journal of Labour Economics. 6, 4; 1964, May; 100-02.

Unemployment in advanced economies, employment due to the shortage of capital, persist largely in underdeveloped countries. The unemployment is of many types seasonal unemployment, technological unemployment, cyclonical unemployment, structural unemployment. Assuming a priori condition of shortage of capital, thus type of under employment is a peculiar characteristic of underdeveloped countries structured open unemployment corresponds to that situation where due to the shortage of capital, a past of labour force has to remain completely unemployment. If a greater volume of capital was made available, this from of unemployment be reduced.

The author analyses and offers suggestions to ease the problem of unemployment (i) jobs should be offered to those applicants in whose families there is no other earning member, (ii) whenever there is glut in work or some temporary operations such as census of elections are on, part-time or having no job, (iii) mobiles and semi modernise our indigenous art and artisans, (iv) job training apprentice training etc. should be speeded up so that modernise manpower shortages in certain spheres could be reduced, (v) they should be an agreement to create more jobs, spare and share jobs to jobless, nourish existing jobs though discipline and industrial peace.


The author after outlining the magnitude of unemployment opines that rural work embracing irrigation, roads house construction etc. can only
provide temporary employment and agriculture cannot absorb any more people. He argues that industrial development provides not only direct employment but also indirect employment by way of marketing, distributions and servicing of products and in administration (services), and transport and communications. He suggested that industrial development has to be emphasised for generating employment and criterias the recommendations for the creation of a permanent national commission on employment and the central employment fund.


Unemployment in India is increasing day by day. The vast mass of unemployed and underemployed are a burden on their family and relatives who mostly belong the actually poverty. They committed on employment estimated that the likely number of unemployed might be taken as 18.7 million at the
end of 1974. The limitations of the estimate of unemployment and underemployment in India, full employment is possible only in a real socialist system.


The problem of unemployment which includes pressure of population on land, diminishing size of holding, no change in the areas under food, crops had been analysed for a period of forty five years. The problem of agricultural to the large extent could be solved by the continuous adoption of methods and increased labour requirements elaborated.


According to the theory of precautionary
saving, it would be expected to increase saving. The Indian quarterly data on the consumption of motor vehicles, it was examined whether unemployment had a negative effect on consumption of motor vehicles. It was concluded that the negative relationship between unemployment and consumption largely due precautionary saving motives.


Estimates of job-losses since 1991 caused by restructuring closures etc. vary between 2-4 million. These include job losses arising out of the so called voluntary retirement and privatisation of public sector units and closure of private sector industrial units. The number of sick private sector industrial units is estimated
at more than 2.50 lakhs. Planning commission over 95 million jobs must be created by the year 2002 A.D.


The author deals with the causes of unemployment and opined that unemployment was not result of deep-seated structural characteristics of the India and was on the other hand a direct result of the structural characteristics of the modern sector and its encroachment on other sectors in the developing societies. The concept of unemployment in the context of India and developing countries should set up policies to overt the crises. Various measures were outlined to generate simultaneously additional employment and reduce income in equality by raising labour productivity in agricultural and rural non-agricultural sectors.
Secondly, a shift in economic strategy from measuring development in terms of aggregate rates of growth in GNP. Thirdly, the government opportunity structure in society. Various measures were outlined for this purpose. Fourthly, measures should be taken to ensure in increased participation of the poor and weaker criteria in the productive processes.


Author suggests that the solution of unemployment in the agro-industries sector, in the small scale and cottage sectors and in the use of labour intensive technology as the organised sector has the compulsions of using modern technology. The organised sector can also take other steps to create more employment by supporting ancillary industries, by providing training...
facilities etc. Other measures suggested are development of forest resources, constructing roads, railways development of transport system, large scale power generation and distribution projects, mining, fishing plantations.


A remarkable finding has been that the ratio of the labour force to population in India had been unstable since independence. Unemployment and under-employment in urban areas and registration of the job seekers (both educated and illiterate) on the live register of employment exchanges in the country indicate strongly that since the inception of planned development strategies, the economy had not been able to absorb additional labour force to satisfactory employment. More then nine million job seekers were registered on the live register seeker continued to increase over the years.
A remarkable finding has been that the ratio of the labour force to population in India had been unstable since independence. Trend in employment generation in the organised sector for unemployment and underemployment in urban areas is low and registration of the job seekers (both educated and illiterate) on the live register of employment exchanges increasing. The inception of planned development strategies and the economy had not been able to absorb additional labour force to satisfactory employment. More then twenty million job seekers were registered on the live register seeker. In 1975, 60.6 percent job-seekers on the live register of the employment exchanges were from the urban areas whereas 50.9 percent were from rural areas. The number of job-seekers continue to increase per year.

In India educational system is not satisfactory so unemployment is increasing. The decay and break down of the educational system has been caused by the problem of middle class unemployment analysed in terms of employability, rather than the other way out. Therefore, the unemployment situation cannot be explained in terms of a failure of the educational system by itself even though the failure is obvious. The planners fighting against it.


The article seeks to identify the causes of unemployment by analysis "equipment" for work life in relation to job aspiration among the youth. It
considers only internal factors like personal in....... and does not deal with the external factors like job opportunities. The author finds that these was considerable amount of absence of planning among the job-seekers because the youths were tradition bound in respect of education and have no idea about the changing demand for skills. But there was a greater amount of consistency between equipment and aspiration among those youth who were in search of special jobs.


The study of such information points out that the employment policy should aim at creating more opportunities per unit of output and investment and such a type of requires employment, planning and development of infrastructure facilities and increasing and poverty can be treated simultaneously only through an increase
in productivity. Government to be more practical in being associated with development planning.

19. RADHAKRISHNA (R) and SHARMA (Atul). Dimension of unemployment. Economic Scene. 8, 5; 1972, March; 10-2.

The total number of unemployment increased from 1.85 lakhs in 1964-65 to 2.65 lakhs in 1972-73. In 1972-73 the proportion of unemployment to the total population was around 0.23 percent in rural areas and 1.03 per cent in urban areas. The total number of days of all persons in the labour force was 6.08 for rural areas and 6.34 for urban areas the unemployment in a year was worked out to be 6.80 lakhs persons year (4.40) lakhs in rural and 2.40 lakhs in urban). These figures indicate that the extent of quantifiable unemployment is not very large as compared to the extent of population below the poverty line. The specific programmes were designed generating
employment for the unemployed persons, but these programmes were not successful as poverty was more serious malady.


Article deals with unemployment being a major cause of poverty, the provision of gainful employment to all should form an essential component of the development strategy. He compared and contrasted the important result of the 27th and 32nd rounds of NSS in so far as they related to the counting of workers. The comparison led to the following conclusions: (i) in urban areas, there was no need to canvass the usual status in a labour force survey, (ii) it was preferable to delete items like work in own right and work as helper to adopt in one-point of time surveys like NSS. In future labour force surveys the NSS 27th
round formate of questioning regarding the current status was preferable to NSS 32nd round variant which is unconciously biased towards principal status it would make more useful if the two-broad categories workers and non-workers was convassed in preference to three-fold classification of unemployed and outside labour force. The author emphasised this survey need like conducted to evolve away for eliciting information on work time deposition in the current status approach.


Eradication of unemployment and elimination of exploitation ensuring social justice with a view to minimising poverty and bringing about speedly social and economic betterment of the millions of people is the primary aim of the 20-point economic programme. An effective implementation of this programme depends largely
on cooperatives. Cooperatives had been reorganised as instruments for speeding up the place of socio-economic betterments of several group of labourers in several fields of activity. Labour cooperative for contract and construction work, cooperative for loading and unloading of cool and foodgrains, stone quarry works, irrigation works, earth works, forest plantation work and a score of other works in which bulk of the underprivileged of workers are employed.


The unemployment crisis in India is the result of tautly economic planning, leading to population explosion and low rate of capital formation. Thus creating a big gap between the demand and the supply of labour force. A National regional and rural manpower programming is necessary. However, in the ultimate analysis, the solution
would lie in increasing the absorptive capacity of the economy on the one hand, and in adopting population policy on the other.


This paper examines the dynamic effect of minimum wage policy on employment and unemployment using multivariate time series techniques. The particular minimum wage policy was considered in India to provide more employment.


Unemployment is an economic, social and political problem. Unemployment wastes human resources. Thus effecting nation as well as standard of living of the people. The extent to which unemployment can be tolerated differs from country
... to country can be judged by the success of the national economic policy. So employment has been given top priority among the objectives of economic policies is most of the countries.

25. UNEMPLOYMENT. Financial Express. 5, 4; 1972, June; 10.

The problem of unemployment and its solution was discussed in the annual Balchand Memorial Lecture Series (1971). It was a fallacy to think, imposing ceiling on urban property and land holdings and adopting inferior technology, etc. could lead to the eradication of unemployment in the country. The strategy of offering a job to everyone who was willing to work on a minimum wage anywhere in the country this expenditure could be met by reducing the consumption of top 5 percent of people by 15 percent and of the next 5 percent by 7.5 percent.

In this article the author develops an earlier analysis of Marx's theory of technical change in a capitalistic economy. This analysis was based on the well-known linear price and production model of Samuelson which serves as a description of marian reproduction. A study was made of the combined effects of capital accumulation and technical change on employment. It was demonstrated that Marx's prediction of wide and lasting unemployment was based largely on the assumption, regulating the nature and speed of technical change.

-----, COMITTEE


The task of assessing unemployment and underemployment and suggesting suitable remedial
measures was assigned to a committee in December, 1970. The Committee in which certain short term measures were suggested. The recommendations of the committee points and that it was necessary to immediately consider the basic issues like strategies of development techniques of production which were of fundamental importance for programme of generation on a sustained basis. The restructuring of the plakistrategy, fixing priorities to eliviate the Most needyly among the unemployed etc where some of the suggestions. 

----,----,----,BHAGWATI


Bhagwati committee report recommended methods for creating 4 million jobs would seem to be ill-conceived. Its proposals include extension of the schemes for which provision had already
been made road building, miner irrigation, rural water work programmes etc. Its recommendations related to rural unemployment and not to the unemployment of educated in the urban areas. To meet the envisaged additional expenditure of Rs. 740 crores, it recommends to raise the funds from the public financial institutions and to surcharge on income and corporate taxes. The author opines that the problem of unemployment has to be dealt with a continuous and long term basis and immediate solution was not possible within the limits of the country's increase in savings and investment and integrated industrial and fiscal policies for promoting productive activity in every sphere.


The Govt. of India appointed a committee on unemployment in December 1970, to assess the extent
of unemployment and under employment in the country and to suggest suitable remedial measures for alleviating the problem. It was estimated that 63 million labour would enter in the labour market in that decade, apart from considering the millions of persons who were unemployed at the beginning of the decade or were engaging themselves in some kind of low intensive or low income earning occupation. Thus big size of addition in unemployed created a serious issue before the gotv. The Committee had suggested various means to alleviate unemployment.


Delhi covers 146.5 Square miles of urban areas. The rapid increase in population pases a difficult problem on the employment front. If employment opportunities in the economy do not
empand rapidly we here to face problem of unemployment, under employment a solution to which does not been to be in sight. The data registraion with the employemnt opportunities are falling from year to year. In 1967-1968, the total member of educated applicant. on live register were 46, 728 and 69,649 respectively.

----, DELHI


A house hold survey on employment and unemployment was conducted during 1972-73 as a unemployment part of the NSS. 27th round. The union Tertiary of Delhi also participated in the survey on a double matching basis. The results presented in this report are based on the double matching sample in the urban ased of Delhi. A
special tabulation of the data collected was taken to study the extend of unemployment prepare a profile of unemployment persons in Delhi, particularly that of educated unemployed and growing frustrations among them of the special tabulations.

----, ----, DEVELOPING COUNTRIES.

32. Kamraj (K). To the expansion of employment in the developing countries. *Commerce*. 13, 6; 1980, May; 17-20.

The problem of unemployment not only mean that unemployment should be eliminated, under employment is also common in the developing countries like India its effects on the economy and on society are just as harmful as those of unemployed. The issue of unemployment in the developing countries must be solved by the joint efforts of both the developed the less developed countries. Exports from the developing countries
account for high percentages of their national product. The multiple effect of any increase in such exports must be lest an broad sectors of their economics, and particularly on employment. Export will provide stumulus to the developing countries for increasing employment.

---, DISGUISED.

33. AGARWAL (AN). Disguised unemployment, unlimited supply of labour and the wage gap. The Indian Economic Journal. 12, 3; 1972, January; 387-403.

It is claimed that in many over population and developing contries like India, there exists substaintial disguised unemployment that a significant fraction of the agricultural populaiton can be removed without effecting agricultrual output. The exitence of disguised unemployment was taken to emply an unlimited supply of labour to industry so that the cost of labour to industry is constant and industries may expand thorough
pure capital widening and at a constant rate. Disguised unemployment is also taken to lead to, though not imply, a wage gap in the sense of a divergence between the industrial wage and the marginal productivity of agricultural labour so that the allocation of labour is inefficient. The author examines the conditions under which disguised unemployment, a wage gap on an unlimited supply of labour may exist and the relations between them.

34. AGAWAL (Rahul). Disguised unemployment & in kind of wage payment. INDIAN ECONOMIC JOURNAL. 21, 4; 1974, April; 17.

The apparent negative marginal productivity of labour along with positive wage rate can be dealt with in several ways. First the relatively small decrease or increase of production when labour is withdrawn might be explained by painting to simultaneous changes in economic structure
that accompany with drawal and there fore indicating that the marginal productivity is not known in either case. or the surplus of labour may be attributed to social causes and thus the excess labour was not really engaged in the production proces such as the absorption of the urban unemployment in families of relatives on the farms.


There are several approaches to measure disguised unemployemnt. An alternative measurement which is more operational by using a methodology, arrived at the result that in India there is no removable measure of disguised unemployment. The rise of rural population even when the effects of investment in agriculture has aggranated this problem.

The geographical area chosen for this empirical study was the province of Punjab. The data analysed for this purpose extends between 1980-85. The growing pool of surplus labour which contributes nothing to output, accounts in large part for the stagnant economics of the country. It is rather to provide historical product of the farm worker in a large representative areas has been either zero or negative over a long period of time.

37. TILAK (BG) Economic returns to investment at the regional level estimates for Andhra Pradesh. Anvesak. 13, 50; 1983, June, 47.
Assumed that major part of the incidence of unemployment is the early years of working life in our society. People usually remain unemployment for some time immediately after completing their education. Once they get into a job the frictional unemployment in later years of the life is rather insignificant. The earning profiles for unemployment during the waiting period, the earnings are assumed to be zero.


While relatively high growth rates have been recorded in the macro aggregates like national Domestic product, not much improvement is found in the situation of unemployment and unemployment over a period and analyses the structural changes in employment, income growth and inequalities in different sectors of the economy, He indicates
that over since the second plan (1956-61) was launched, capital intensive process were given priority without paying due consdieration to building up of industrial capacities in the heavy investment sector. The result has been that the pace of capital accumulation was not face as was envisaged in the Mohanlobis Model. This ultimately led to slow economic growth and low employment level. For employment oriented development strategy, the growth oriented, sector and employment-oriented sector must move in an integrated manner for sustained development.


The break up an employment from National sample servey round in 1971 unemployment was estimated at 1.87 crores by Dantwala committee and 27th round of National sample servey estimated
1.4 crores as chronically unemployed persons while 6.2 crore persons were considerable under employed. When these underemployed persons were converted in to many years it showed an unemployment of 1.86 crores and gave a ratio of 7.86 percent in rural and 8.85 in percent in urban areas.

40. KHAN (NA) Employment objectives in economic development. Indian Journal of Labour Economics. 6, 6; 1963, January; 266-70.

Unemployment and under employment under developed in countries are regarded primarily as symptoms of ailing economic development, the remedy must be sought by promoting more rapid economic development. A group of five experts tried to make a thorough analysis of the problem of employment creation in the context of economic development with the special reference to place of employment objective in current development programme policy in newly industrial countries and the name in
which employment problems are dealt with in these plans. The relationship between employment objectives and other objectives in development planning, such as maximising the rate of increase of national income.

41. TEWARI (JN). 38 round of the NSS on employment unemployment and consumer expenditure Democratic world. 20, 3; 1981, March; 39-45.

The national sample survey organisation has, during the past 30 years accumulated a wealth of experience in the field of sample surveys but there still remain certain important unexplored and sensitive areas as well as unresolved issues. While planning its 38th round of survey in 1983, the NSSO looked at some of these issues. It is an analytical survey on employment, unemployment, under employment and consumer expenditure. The author presents an inventory analysis of the technical problems faced by the organisation while
deciding the design, the approach and the concept to be adopted in this survey or sheds lights on the new development in the NSSO in the above aspects and outlines the task ahead.

42. MAHAJAN (BM). On reliability of direct employment as an sindex employment Indian Economic Journal. 78, 24; 1975, July; 19.

In recent years attempts were being made to generate employment. The problem of unemployment and underemployment specially in the case of educated unemployed persons require great emphasis. So employment oriented schemes with particular reference to labour intense techniques were evolved. It attempt to prescribe a methodology within the framework of static input out analysis and work out estimates of direct and indirect employment resulting from direct investment in a particular sector of the economy.
In India the unemployment and mass poverty has reached an alarming proportion. Mass poverty is on the rise. The net availability of the most basic necessities such as food grains and clothing scarce. Rural in debtness has multiplied. Unemployment and under employment have reached the level of 20.8 million persons years. The wages are already of subsistence level if not lower at many places.

The goal of current employment has underlined the potential role of agriculture in creating employment. Agriculture depends on season. So it does not give full employment. Agriculture employs the majority of the labour force in developing
countries, its role is critical in creating employment. Within the agriculture, the employment depends on two factors: the land tenure system and the technique of production. It examined various methods of changing tenure system and production techniques to achieve the goal of current employment and remove the unemployment problem.

---, EDUCATION.


It highlights on educated job seekers experiencing longer search and unemployment duration than their less educated counterparts. The empirical analysis based upon a survey of Delhi jobseekers indicates that while the duration of search was determined by educational level,
the duration of unemployment was more closely related to personnel and family characteristics normally associated with education. Earnings function results were consistent with the proposition that the educated search longer because their returns are higher.


Student dissatisfaction and causes of unrest are so many that the policies based on the usual explanations have been unsuccessful in tackling the problem. The article suggests that the explicit purposes of the agitations be taken at face value in the search for course and assets that is considerable evidence to show that discontent dissatisfied the major reason for student indisciplins is the impact of certain academic or political factors on the life chances of students
specially in fields where employment is greatest. So reducing unemployment is greatest. So, reducing the educational inflation well lesson the importance of or even eliminate one reason for agitation.


In India unemployment is a serious problem but in practice enough though has not being given to it. The persons who are in political life, are in touch with the realities of the situation at the grass roots. Our political leaders have been stressing on importance on introducing change in the educational among the educated. It suggested that a compulsory part of the syllabus eg. dairy development, pouletry, farming been keeping soil leveling, repairs to equipments, typing a short hand etc. to provide self employment and to reduce unemployment.

Result of a survey conducted by the branch in south Kerala district with the objective of financing the self employment project. Persons having a qualifications of S.S.L.S or above were adopted to register their names. There were 2573 registrants who were classified into agricultural graduates, technically qualified persons, graduates and post graduates and post graduates, under graduates and others like stenography, typewing, these groups were further classified into those prefering jobs and those who are ready for self employment are classified into various industrial groups according to the projects.

Planning economic development is considered to be synonymous of providing fuller employment to all. The five year plan existed with large expansion of employment opportunities as one of its main objective. The backlog of unemployment is mainly an urban phenomenon. In the urban areas employment is linked with fluctuations in the state of business and industry. Employment exchange data is the only source of reliable information on the subject. The national sample survey has revealed that 33 percent of the unemployed. The incidence of unemployment among engineering graduates was insignificant and it is varying from university to university.

50. SINHA (Sivkumar). Increasing unemployment of the educated youth *Man Power Journal*. 10, 2; 1979, July; 53-5.

Population explosion and educational explosion in India gave birth of the problem of massive
employment of the educated in India involving waste of trained manpower resources. In 1979, 434 employment exchanges registered 2050 lakhs unemployed. The educated unemployed with S.S.L.C., matriculation qualification increased from 3.09 lakhs in 1971 to 20.66 lakhs in 1979 accounting for an average annual growth rate of 44 percent. The ratio of educated unemployed which is about one third of total unemployed in 1979. The analysis of 1979 census shows that by 1st April 1979, about 3,85,000 BSc, B.A. and B.Com and 1,62,000 scientists engineers and doctors were unemployed.

---, ENGINEERS.

51. RAMDATTA (SB) Employment Prospects and Planning of engineers and technologist in India Manpower Journal. 20,2; 1984, July; 45-61.

The article relates development of educational facilities and stock of first degree engineers and technologist over the last decade, analyses
their utilisation pattern and salary scale at a point of time and the likely job opportunities for them in the sixth plan period. It is found that there is considerable unemployment among these educated people and they are not optimally utilised and are less paid. The author suggested remedical measures in terms of improved coordination between education economic and manpower planning.


It has been estimated that at present approximately 2,50,000 engineers, 35, 000 Sc. graduates 10,000 Agriculture graduates, 2000 veterinary Doctor, 20,000 technologists, 5000 medical graduates and 27,000 post graduates are not finding employment. The slackness in the Indian economy during the last two years has resulted in a slow down. It is perhaps, to much to expect that the economy would pick-up later.
However this year all of these educated persons without jobs would be able to find employment.


As per data collected during the year 1967-68, 40,000 technical people including 6,500 engineering graduates are unemployed constituting about 13 percent of the total technical personnel in the country. Technical institutions should be regulated to the needs of the country determined on the basis of existing and envisaged development programmes. To achieve this, there should be close coordination between the authorities and those entrusted with the task of implementing educational programmes. Secondly earnest and sincere attempt to put our educational system on the right lines.

This problem has been discussed in planning commission in India, unemployment among engineers is growing. Data from the manpower division were also under studied. Measures to find more avenues of gainfull employment for engineers have been explorated. The planning Commission recomend to give loan for self business, and Govt. give the employment opportunities in a short time for unemployed engineers.

----, HANDICAPE.

55. BAJPAI (RG). Suitable employment for handicaped persons special employment Labour Gazette. 30, 8; 1959, March; 829.

The government of Bombay has set up a special employment exchange for the handicaped under the
director of employment. The main function of this exchange, will be to give vocational guidance and to indentify suitable occupation for the physically handicaped and personal employers to engage them. It will also establish liasion and coordination with other agencies engaged in similar way.

----, INDUSTRY.

56. NAIR (Naryanan). Employment structure in Taluka having different levels of development. Anvesak. 11, 2; 1981, May; 265.

The conclusion that emerges out of the analysis is that there exists a distinct pattern in employment in talukas haviang varied development. The demographic character and supply and demand aspects of the labour, did show a distinct trend. One major inference in a forward region and more percentage of the workers in a forward region are
seeking job and willing to work as compared to backward region. A majority of the underemployed people prefer to work for less than 30 days in each session.

---, PUBLIC AND PRIVATE.


The magnitude of employment and trends in employment are influenced by changes in the economic structure and the rate of development. A comparison of 1970-79 figures of employment between public and private sector as well as various divisions of each sector like services, Manufacture, transport, storage etc. was made. The conclusion of the analysis was that the employment generated by both sectors together as well as individually, increased whereas the increase in public sector is faster.
Poverty, unemployment, population explosion and lack of educational facilities in the rural areas are the problems which the community has to face. The govt. of India is doing its best to solve these problems. The management of Nirlon synthetic fiber and chemical limited has also participated in this important task. For this purpose, a separate trust known as "Nirlon Rural Development Charitable Trust" has been set up. This company would increase employment opportunities in the rural areas from time to time.

---, POLYVASTRA, CAFIS.
Polyvastra, a product promoted jointly by CAFIS and the KVIC symbolises the extraordinary possibility for furthering the national goal of providing gainful employment to more and more people in the rural areas through the cooperation between the organised and the decentralised sectors. The Khadi and village industries commission has been entrusted with the task of promoting gainful rural employment through increasing the production of khadi and village industries.

---,---, JUTE AND TEA.

60. MARSONS (JM). Business and the citizen. Anveshak. 6,2; 1997, April; 17-20.

North East India is facing various problems and its problems exacerbated the city of Calcutta due to bad living conditions of people, inadequately civic amenities and massive unemployment including the very serious problem of the educated
unemployed. Since the rural development of North East India depends to a considerable extent on the proper exploitation of the jute and tea corps on which the welfare of this region has in the past been founded, special efforts should be directed towards improving the output and prosperity of these two agricultural industries. Unemployment and under-employment are endemic in the countryside and are a main reason for the continuing flow of population from the country to the towns. This problem should be tackled by an extensive programme of rural public work, in the form of road construction, house building etc. Such a programme however would not produce work on an adequate scale for the large numbers of educated unemployed. In the long run this unfortunate section of the workers will be absorbed only when real economic growth is achieved and national prosperity levels are raised.
Small-Scale industries are essential for employment opportunities. In a labour abundant economy, special emphasis has to be given for strengthening small scale industries so as to provide productive employment to all those who are either unemployed or under-employed. Particularly if a large number of small-scale and agro-based industries are located in rural areas there will no exodus of surplus population to urban areas. The small-scale industries development bank of India has a lot of unutilized fund and it is proposed that SIDBI should refinance the state financial corporations and commercial banks which may also finance the unemployed persons to start their small-scale industries.
62. MITRA LALIT KUMAR, Employment and output in small enterprises of India. *Margin*. 5, 4; 1967, August; 199.

The small scale units were assigned an important role in the Indian economy, but there is no clear cut thinking on the degree of importance to be given to their between small scale and large scale units. He advocates establishment of agro industries, and growth centres under rural urban linkage. He attempts to identify those industries and their respective spheres by an assessment of their present position and future prospects. The statistical devise of capital output ratio is adopted to do this job of evaluation.

----, POLYVASTRA.

The Khadi and village industries occupy the central place in the programmes for the regeneration of the country. This programme aims at developing the economy and employment for the unemployed persons. The organised sector of industries, mostly localised in the urban areas had failed to provide employment to every house old. Their main interest is to increase production rather than creating more job. At a time when despite widespread unemployment, these industries have reorted to automation devices and capital intensive technology rather than adapting the labour intensive technology Only dementralised sector economy which has less capital intensive and more labour intensive com tackle the problem of unemployment.

---, KALLUPATI.

64. SINGH (Roop). Unemployment in Kallupati block Khadigramodyog. 19, 11; 1980, May; 550-5.
The article analyses the rampant group of unemployment and unemployment in Kallupati, a block in Tamilnadu. The suggestions were made for the development of labour intensive, activities in the rural areas such as construction of roads and tank bunds, singking of wells, development of kitchen gardens in house hold etc. were introduced. The rural artisans should be guided to take full advantage of the aids given by various agencies. The success of these schemes called for participation of the people in both out laying and implementing the plans.

----,----, AGRO.

65. SRIVASTAWA (MP), Agro service centres and self-employment. Khadigramodyog. 19, 8; 1973, May; 404-7.

Agro service centres are catering to the needs of the farmers as well as providing self
employment to young graduates in engineering, technology and agricultural science. They are expected to meet the all round needs of forming, as the activities are more centered around mechanization, machinery needs of the farmer takes primary place, whereas seeds, fertilizers, plant protection chemicals; etc. take secondary place. Hence they are conceived to be manned by young graduates in engineering technology and agricultural sciences in order to give self employment, besides serving the farmers.

----,----, AGRICULTURE.


There is enough scope for creating a lot of employment opportunities in agriculture in those regions of the country which lagging behind in agricultural growth. A strategy of agricultural growth aimed at deriging a large part of the
additonal out put from these regions should help in assisting and even reversing. A faster growth of employment in these areas where the incidence of poverty and unemployment is often relatively high, at the same time will lead to positive effect on wage rate and income of rural work.

---, KERALA.


Unemployment problem in Kerala was mainly due to the high rate of population growth and the lack of adequate employment opportunities in the secondary and tertiary sector of the economy on the basis of sample survey conducted by the National Employment service the total number of unemployed persons had been estimated at 8.72 lakhs. Therefore eliminating unemployment by the end of the third plan period employment opportunities would have to be created for about 16 lakh persons. Only
large scale Units could cope with the employment problem as they have the largest employment potential in the long run.


The article analyses the problem of unemployment all its aspects with a view to suggestion remedial measures capable of creating an immediate impact. The Committee suggested that the long term solution to the problem lies in Industrialisation. The total outlay proposed amounts to Rs. 1860 million for a period of three years, and the four major heads of development on which the amount could be allocated are industry, fisheries, agriculture and development corporation for Harijans. The Committee estimated that the programmes in their proposals are likely for provide direct and continuing employment to about 1,33000 persons apart from creating some 450,000.
sixth years of employment during the construction phase of the programmes.

----, LABOUR.

70. SUNIL KURAM Labour and employment. Indian Recorder and Digest. 1972, February 15-22.

The labour minister of India reported in 1972 that in the beginning of the years, there were 5.1 million persons on the live register of the employment exchanges. Out of them 1.3 million were matriculates, 0.6 million were under graduates and 3.2 million were graduates and post graduates. The figures show that unemployment in the country was up by at least 25.0 percent in the course of one year. The figure at the beginning of 1970 was 4.1 millions.

71. RAMCHANDRA. Labour and employment: Unemployment. Indian Recorder and Digest. 18, 10; 1972, April, 20-6.
According C. Subramaniam the minister of science and technology the unemployment constituted almost one fifth of the estimated total educated persons in these categories. It reveals about those who having 5,80,000 persons a 1st class degree in science, agriculture, arts, or medicine were unemployed. Discusses that at study of unemployment among technical persons and graduates on the basis of the 1971 census data.

72. SUNIL KUMAR. Labour and employment. Indian Recorder and Digest. 18, 16; 1972, February 15-22.

The labour minister of India reported in 1972 that in the beginning of the year, there were 5.1 million persons on the live register of the employment exchanges. Out of them 1.3 million were High Schools 0.6 million were under graduates and 3.2 million were graduates and post graduates. The figures show that unemployment in the country was up by at least 25.0 percent in the course of
one year. The figure at the beginning of 1970 was 4.1 millions.

---, LABOUR FORCE.


With all the emphasis on industries including large and small, it has to be appreciated however, that the base of our industries in much wider than it is at present, no significant result can be expected from them in solving the problem of unemployment or from under utilisation of labour. Indeed, it well take some years before even the annual addition to the labour force of the country can be fully absorbed in our industries. The solution of the problem of labour under-utilization lies therefore, in the agricultural sector, and this sector is indeed capable of making a significant contribution to this problem.
Rapid population growth and excess manpower leading to underemployed and unemployed are the common features of almost all the states in India. The study in intended mainly to analyse and interpret 1971 census data with regard to labour force participation pertaining to Andhra-Pradesh. Andhra Pradesh has sufficient manpower but opportunities are limited and few and therefore unemployment rampant. Preference should be given to those schemes which create relatively more opportunities for employment.

---, ---, BIHAR.

75. CHOPRA (Vinod) Agriculture labour force Characteristics and employment planning in Bihar.
Agriculture is the main source of employment in the rural sector of Bihar. According to the 27th round reports of the national sample survey, the rate of unemployment for persons was 23.7 percent (8.5 male and 14.2 percent female) in Bihar. Bihar unemployment committee estimated that on an average the agricultural labour in Bihar remains unemployed for 83 days in a year. In the agricultural sphere, it self large employment opportunities can be created by (1) augmenting area under cultivation (ii) augment area were irrigation to facilitate extensive cultivation as well as multiple croping (iii) extending use of divisible, yield boosting inputs high yeelding varieties and fertilizers (iv) introdusing institutional changes favouring smaller land holding where labour absorption for a unit of a out put is higher.
The doctors in Rajasthan stated facing the problem of unemployment from 1968 despite a low doctor population ratio in the state. In view of this the manpower (Planning) department undertook a study to assess the magnitude of unemployment among medical graduates and to suggest remedial measures for reducing the intensity of unemployment and for increasing health average particularly in rural areas. Factors responsible for unemployment situation as per unemployed doctors and teaching persons teaching staff is Imbalance between demand and supply, difficulties in setting up private clinics in rural areas, lack of experience and knowledge, immobility outside the state and lack of proper coordination between expansion and
manpower planning. Suggestions by unemployed medical graduates and teaching person for reducing the problem of unemployment are (i) to reduce the present intake (ii) The present scheme of financial assistance for setting up private clinic (iii) More jobs should be created both in public and private sectors.

---, MIGRATION.


Increasing urbanization is one of the most pervasive processes in developing countries. Rural Urban migration has received increasing attention in view of its importance in the social and economic context of the country. Rural to urban movement can be attributed to employment opportunities in urban areas. It appears is the most promising approach to influence rural urban migration. Author
suggested remedies for reducing urban migration include urban wages in rural areas and giving subsides to install industries in rural areas. These changes might reduce urban migration as well as urban poverty, unemployment and slums.


International labour organization studies of six large cities of the world calcutta, Jakarta etc. have investigated the interaction between massive rural to urban migration and urban employment, the possibilities of using urban construction programmes to create employment policy, and the place of the in the urban employment picture.

Migration from rural areas in India accounts for more than two thirds of the urban population. A number of studies on the causes this rural urban migration have been conducted. The main contention of this paper can be summed up in a paradoxical statement that unemployment in Indian economy is a logical necessity and would present as long as rural urban wage difference exists.

---,----,POLICY.


The scope of employment is defined by the amount and variety of the capital equipment that is available to cooperate with labour in producing the national out put. There are, however three ways to increase the employment. The existing capital equipment can be used more intensivley to extend employment in old labour intensive
industries and to discover new areas of labour intensive production. The national output must grow at least as fast as the employeble population if the proportion of the unemployed is to be kept constant. If must expand more rapidly if the country has backlog of unemployment to cope with. There is a tendency for large scale capital intensive methods to replace small scale labour intensive techniques as the national output grows. The loss of employment caused through the displacement of labour by capital slowing down the growth of capital intensive industries means sacrificing the long run growth of employment.


Migration to urban areas is closely related to employment and earning opportunities in the
formal and informal sectors of urban areas. The organised or formal sector of employment in India has grown relatively over time according to the data collected under employment Market information programme of the ministry of labour.

---, ---, NON-FARM.

82. SINGH (Surjit). Non-Farm activities and employment. The Indian Journal of Labour Economic. 134, 1; 1991, January; 41-5.

Rural non-farm activities are the main source of employment and income for a sizeable segment of the rural labour force in India. The small and landless farmers during the slack agriculture seasons depend on rural agriculture seasons depend on non-farm activities for secondary source of earning. Hence an increasing share of the rural labour force is performing non-farm work. This is a result of slow growth of employment in agriculture. The task of definition the dimension
of the contribution of both rural and urban non-farm activities to labour absorption in Panjab was main focus on the contribution to rural urban employment in agriculture and non agriculture activities.

----,----, LANDLESS, U.P.


The study examines and quantities the nature and the extent of unemployment and underemployment among the landless labourers and marginal farmers in Eastern U.P. As a part of this objective, estimates have been made with respect to the existing working force, its composition, employment intensity at the prevailing wage rates, off-farm employment, the extent of labour force seeking employment out side the village and the pattern
of their job preference. The study is confined to backward Eastern Regions of U.P.

84. AGRAWAL (Salrita) Economic Planning in India Journal of Indian School of Political Economy. 5, 1; 1995, January; 83-8.

Reduction in unemployment has been one of the principal objectives of economic planning in India. The analysis of the population census data shows that for the fast few decades employment has been gradually declining. In the case of women it has not only been declining but has also been extremely low. This is also been substantiated by the N.S.S data.


The Unemployment situation in India Unemployment was considered as a socio economic problem and planning should aim to integrate job
opportunity with economic development. A review of the effort directed towards this through the five years plan was made. The need for accurately computing estimates of labour force was stressed. It was maintained that the objective of planning should be fuller employment immediate although the long term objective will be to synchronise nations development potential with its population growth.

86. GADGILL (DR). Employment Orientation in plan formulation. Yojana. 15, 5; 1979, April; 4-5.

The inadequacy and unreliability of the data regarding the employment have been affirmed by Downtala committee. Its suggestions for improvement in collection and presentation of data will be useful in shaping the future plan. The accent on small scale industry is first and second plan, the rural works programme in the third plan were some of the efforts to tackle the problem of
unemployment. Though there was no single large programme in the fourth plan dealing with the problem of employment as such a large number of pilot projects were launched in all states. Employment orientation will influence the strategy of the future plan the structure and sectoral allocation, the types and levels economic activity etc. The relief aspect should not be as important as the utilisation of redundant labour for capital formation or for further activating the economy.


This article issues concerning employment generation for different section of population have always been important in India in the national agenda despite the absence of a clear and considirectional relationship between unemployment and poverty. It is therefore, understandable
that reduction in unemployment should figures as on of the objectives of the nine plan. The article analyses the trend and types of employment for made and female both in rural and urban areas at national level.


A study shows that the Govt. strategy based on industrial investment and thereby seeking employment generation indirectly has failed. It has increased industrial production but the policy could not achieve the expected rate of employment in general. Therefore, there was a reconsideration about the policy of employment generation. It was observed that unemployment was related to poverty as unemployed was left with no income source except any other business or assist base turns into an army of unemployed persons. So in this way the
generation of employment has taken a different turn on philosophical ground as it was attacked with the poverty eradication programme. Therefore, in recent times several schemes have been formulated to generate employment.


Discussing the approach paper to the fifth plan, submitted by the planning commission, the article says that in order to justify the sharp increase in social and employment oriented expenditure proposal in it lean heavily on the thesis put forward by "New economists" who advocate abandoning the use of G.N.P. as an indicator of growth and launching of direct attack on poverty firstly by curtailing the output of luxury goods and increasing the output of cheap consumer goods secondly by employing large number of people on housing road building and other such
public works programme and finally by spending for more on health education and other social welfare programmes the main goal of plan was on poverty and employment.

90. KAMAL KISHORE. Planning and the problem of unemployment in India *Indian Industries*. 11, 4; 57, March; 44-9.

The speedy growth of population is one of the important causes that has influenced the extent of present day disguised and visible unemployment. The problem of unemployment in First Five years plan did not receive fair attention as it was considered a by product of under development. Second plan, keeping in view the conflict arising between the developmental of unemployment pointed out that the task of creation of employment opportunities in India were of three fold. The problem assumed a greater importance during the third plan which includes expansion of employment
opportunities. Fourth plans objective include increasing the income of the rural population as well as augmenting the supplies, stepping up the production of fertilizers, insecticides, agricultural implements. The aim of Fourth plan should be the attainment of full employment.


The causes responsible for unemployment in India are many, and as complex as the problem of unemployment itself. The speedy growth of population is one of the important cause. The system of education in consistence with the high cost of, Indian industries due to the Pancity policy of power and raw material, transport, and increased labour costs have contributed to the development of visible unemployment. The problem of fair treatment from the govt. because
of the conviction that unemployment is a by product of under development. The planning commission considered that problem in India was more of under employment than of unemployment. So the objective of the first five year plan was to reduce underemployment rather than unemployment.

92. MAHESH PRASAD. Planned development to and inequality. Yojana. 60, 1; 1996, January; 25-8.

Jawahar Rojgar Yojana (J.R.Y.) which is the biggest employment programme, aims at generating additional gainful employment for the unemployed men and women in the rural and urban areas. It also aims to strengthen rural infrastructural, community and social asset in favour of the rural poor for their direct and continuous benefit. Jawahar Rojgar Yojana scheme was helpful in reducing the unemployment problem of India.

93. MAHJAN (VS). Planning unemployment and our Youth Khadigramodyog. 17, 2; 1987, January; 309-12.
Assests that the emphasis shold be shifted from large scale capital intensive industrial base to small scale sector as the key to the resources. Recomends disguarding of highly capital intensive modern techniques of produciton which lead to top sided development where sophisticated modern technology in urban area Co-exist with back-ward rural economy stil sticking to its traditional pattern of production. The unemployment situation, a wide scale frustration among the educated youth.

94. MAJUMDAR (KC) and DHAR (R). Balance and Consistency in Plan estiamtes Yojana. 15, 5; 1971, March; 5-6.

The estimation of active labour force available for different categories of employment has to be based on a detailed analysis of the growth of population by age and sex and rate of the present and anticipated future participation
of the labour force in various economic activities. In this article the author discussed the method for obtaining a set of estimates of aggregate and sectoral economic variables for short term and long term planning. They deal with two aspects such as consistency amongst the various estimates and the several economic balances.

95. SINGH (Radharam). Planning and development performance in India Southern Economist. 21, 17; 1983, January; 7.

Unemployment, poverty and inequality are main problems in India. Unemployment in the Indian conditions takes different forms. There are those who are chronically unemployed and those who can find employment at some times but not always. The first category of unemployment can be measured in terms of number of persons wholly unemployed which was estimated to have been 3.37 million persons in 1978. The second category of
unemployment estimated at 5.3 million in 1956 had 2.6 million in 1980 unemployment in India covers 12% of the labour force. Thus the overall unemployment shows that the problem is alarming and particularly the rate of educated unemployment must attract special attention of the authorities concerned.

96. SINGH (Radharam). Planning and Development Performance in India; An assessment Southern Economist. 2, 17; 1983, January; 21-5.

India got independence in 1947 along with poor industries and agriculture. The unemployment was prevailing all over India. To Gandhiji freedom was not merely a political objective but masses form their poverty and degradation. So greater importance was given through First Five years plan to high rate of growth, reconstruction of the institutions and harnessing the energies of the people by providing them greater opportunities for employment.
The Indian planning of 30 years carried out through five years plans & Annual plans discussed various goals & objectives. The problem of poverty is closely linked with unemployment & underemployment. The total employment in India was estimated to be order of 20.6 million in an year, 16.5 million in rural areas and 4.1 million in urban areas. The developed industrial countries tried to reduce open unemployment but with every successive plan, the % age as well as the volume of unemployment have been on the increase. The number of job seekers on the live register at the employment exchanges rose from 0.33 million in 1950 to 14.44 million in 1980. The problem of unemployment continues to be a formidable issue even after 30 years of development planning.
Fifth five year plan gave greater attention to poverty, unemployment, and inequality and it became a central theme of planning process. In order to deal with these problems, it was felt necessary to bring down the mechanism of planning and provide an appropriate package of programmes/activities with a measure of active community support. In response to the need for the solution, a number of special area development programmes were initiated and specialised agencies were constituted for their implementation. Planning commission was conceived as a tool for accelerated development of rural and urban areas. Through optimum utilization of local resources of employment and income generation.
Population growth rate is very high but employment rate is very slow the purpose of employment the population growth rate has been projected at the annual rate of 3.6 percent and 3.7 percent during 1971-76 and 1976-81 respectively. The actual annual rate of growth was only 3.1 percent during 1971-81. The annual increase in the work force was estimated 3.5 percent up to 1976 and 3.7 percent during 1996-97. The actual annual increase in working force during 1976-81 was high and could be attributed to the influx of working population.


India had twenty Five years in developing planning the problem of unemployment and
underemployment had been growing in size. The concept of assuring work to all and of making effective use of the available human resources had been tressed. However practical action had continued to be constrained by the priority commitments and resource allocation set in a series of five year and Annual plans. In recent years, to an extent the plans had been supplemented by special rural work schemes for unemployed persons.


The sixth national management convention held at Madras as (Now Chinnai) on 8-9 April, 1978 was an earnest and serious attempt on the part of the all-India management association which discussed the problem of unemployment in depth and suggested strategies for developing employment opportunities by evolving a programme of action for the next
decade. There was realisation at the sixth national management convention that unemployment in the country exceeded 20 million. The participants felt concerned how the expectations of all these people who were looking forward to career opportunities could be satisfied.


The data collected for the five years plan (1978-1983), indicates the uneven distribution of unemployment in different states. Two third of all India unemployment is concentrated in six states including Bihar. According to 1971 census, more than four fifths of Indian population in rural areas spread over about six lakh villages and about tenth of these people depends on agriculture for their living. Major battles will have to be fought on the rural front.
Towards the target of full employment, Yojana. 39, 14; 1995, December; 21.

Points out that attaining full employment by 2002 require the employment growth at the rate of 3.1 percent per annum. The growth of the economy at around 7% per annum would be required during the period 1995-2002 to achieve full employment by the end of that period. However employment generation during the period 1992-95 fell short of the rate and level in the plan. Open unemployment at the beginning of five plan was estimated at a 17 million out of a labour force of 3/9 million. Addition to labour force during the VIII five year plan and the period 1997-2002 were estimated to be 3.5 million and 36 million respectively. This means that achieving full employment by 2002 would mean creation of about 94 million additional employment opportunities.

Employment generation through the plan EASTERN ECONOMIC. 78, 24; 1981, June; 18-20.
There had not been any conscious effort like 1977 on the part of planners at generating of employment in India. It was expected the employment generation would be achieved automatically alongside the growth of national output. However, employment did not increase at the rate necessary to absorb the backlog of unemployment and the annual addition to the stock of unemployed. Unemployment has been increasing even in recent times despite the emphasis placed on development of village and small scale industries and employment oriented programmes. The failure of investment to create adequate employment opportunities led to more unemployment. However, according to the sixth five year plan (1980-85), employment to the extent of 34 million standard persons per year would be created during the plan period which will almost match the increase in labour force.
The five year plan 1978-83 approached towards employment and manpower. It derived a new developmental strategy of rural and small scale industries and agriculture in place of the large scale and heavy industry strategy of the past. Though the approach exhibited an undue optimism about the efficacy of the new development strategy so far as the problem of unemployment and eradication of poverty were concerned. The plan tackled the problem of chronic unemployment and underemployment through three main policies (i) a policy to maintain the highest feasible rate of growth (2) a policy to make the pattern of production more labour intensive and (3) a policy to regulate technological change so that the
rate growth of employment is maintained at a satisfactory level. The plan proposed small scale industries and village industries, as they are found to be more labour intensive.

106. DATTA (Ruddhan) The midterm review of eight five years plan. Mainstream. 33, 38; 1995, August, 11-2.

The eight plan had proposed the growth of employment by about 2.6 percent per annum. In absolute terms, this multiplied generation of fifteen million jobs. The prospects of generating more jobs in the year (1994-95) appeared to be brighter. However the largest of employment generation during of first three year of the plan lagging behind by ten million.

107. RAO (Sulochna D) Employment and Fifth Plan Finance and Commerce. 11, 1; 1970, January; 3-6.

The plan document regards employment as a by
product of development various measures were suggested (1) A system of education which would conform the likely quantum and pattern of employment opportunities to the educated Youth. (2) Either the highly talented foreign educated person should be debarred from migrating or suitable employment opportunities must be created for them in India (3) the seasonal nature of agricultural employment, providing partial employment opportunities for kisan was of almost importance. Other rural employment guarantee scheme, regional development boards for backward areas, legislation to ensure employment to engineers and technicians on the basis of production should be viewed under proper perspective.

It attempts to estimate the magnitude of unemployment in the fourth five year plan on the basis of available official statistics. Sectoral investment employment ratios which could have a bearing on policies for alleviating unemployment and also the magnitude of unemployment and the estimate for creation of new job opportunities in each of the three plan periods and during the three annual plans from 1966-69 are based. According to the estimate that at the end of the fourth plan unemployment was 30.6 percent.

----,----,----, FORTH FIFTH.


The major objective of Five year plan in India has been to alleviate prevailing unemployment through agricultural as well as non agricultural development. The five years plans aimed at the
expension with the development employment of the economy. Higher employment was aimed as a long term and large expansion of employment opportunities was felt as necessary. It briefly analyses the extent of unemployment and employment generated during the preceding plans.

----,----,----,NINTH.

110. BHATACARYA (Manas). Abolition of unemployment by the end of ninth five year plan. Laghud hog. 21, 3; 1996 December; 22-25.

The eight five year plan has formulated a medium term strategy to achieve nearly full employment by the year 2002 by creating a additional employment. The opportunities of the order of 8.5 million per annum on an average. The strategy of employment growth is likely to be continued during the ninth plan period and 9-5 million additional employment opportunities per annum on an average is
experienced to be generated during the period 1997-2002. The PM. Integrated urban poverty alleviation programme has also an element of employment generation with the provision of basic services to the poor segments of population.

111. SINGH (Jasvant). Approach to the seventh plan; Over view. Commerce. 149, 3815; 1998, July; 64-5.

In India, poverty and unemployment are very serious problems. So the guiding principles of seventh plan were to reduce poverty and unemployment. The seventh plan had emphasised policies and programmes which accelerated the growth in food grains production and increased employment. The provision of productive employment helped people to stand on their own feet and work with self confidence and self respect. Instead of relying on general economic growth for raising employment opportunities without any special effort to give employment orientation to this growth.

Generation of productive employment was the central element in the development strategy of the seventh plan. As the first step in the process of achieving full employment. The seventh plan aimed at absorbing in employment not only the additions to the labour force in the coming five years but some of the backlog of unemployment it had inherited from the sixth plan. The objectives to be achieved through strategy of choosing (a) The highest feasible rate of growth (b) a product mix and technology that is consistent with the employment. Objective and (c) special programmes of direct employment. For generation of employment over the seventh plan the geographical shift in agriculture investment and efforts to increase the operation efficiency of the public sector hold greater promise than change in industrial and trade policies.
In seventh plan period 400 lakh jobs were created. Manufacturing had provided 66 lakh jobs, while most of jobs were created in the agricultural sector. As unemployment and underemployment are rural urban problems. The seventh plan gave more job opportunities in the rural urban areas. Forestry and tree plantation were considered important sectors, where millions of persons were employed. The seventh plan outlay on forestry was 1859 crores govt. had given the highest priority in plan formulation but scrupulously mentioned about transporting resources from richer classes to finance public condition so as to generate more employment.

Seventh plan aimed to eradicate poverty and
unemployment. But mere production is not enough, the poor should have the capacity to buy. Employment is the only way to put purchasing power in to the hands of the majority of the people. Author has suggested an employment programme based on the wage goods concept. Besides being productive, the programme create new market or expanded existing one. The attack on poverty will have to be made directly to be rural sector, which accounts for over 70 percent.

115. SENDESEERA (JC). Industrial production and employment in the seventh plan: Two quick comments. Mainstream. 33, 4; 1986, April, 92-100.

Seventh five year plan (1985-90) postulated the rate of growth of industrial production. Similarly it provided the increase of employment in the industries at the rate of 4.7% per year. The target of seventh plan in regard to industrial production at the rate of 8.3% per year was not
achieved. It increased between 5.5 to 6% per year similarly, the target of the number of persons employed in the three activities of mining and quarrying manufacturing and electricity, had increased from 7 million to 36 million as projected. The introduction of EAS was a major step taken by the Govt. in the right direction which achieved critical employment food grains security to the rural poor in the most backward areas of the country.

---,----,----,SIXTH.


The planned development of the economy was accepted in Karnataka as a remedy for all economic ills. Factors like vast population, backward agriculture sector, low level of industrialisation and unemployment, unutilised manpower and unex
doited natural resources, low percapita income and social; imbalances and inequality among the people, illiteracy and ignorance were all recognised economic ills. Economic plans were formulated for a phased economic growth. Planning is regarded as a powerful social and economic changes in the country as it implies a rational allocation of available economic resources with allocation of available economic resources with view to achieve certain pre-determined ends. One of the main objectives of Karnataka's Sixth-Five year plan was Create employment opportunities about so lakh persons.

117. SUGHHVI (Jitendra) Seventh plan and rural development. Indian Industries. 13, 4; 1984, March; 76-78.

The emphasis on rural employment through NREP National rural employment programme and IRBP (Indian Rural Development Programme) would continue with
better planning in rural areas. Employment had to 
tbe promoted through agriculture and through the 
expansion of off-farm employment in agro based 
rural industries and services. In order of 
employment programme, a determined effort must be 
made to raise the level of literacy significantly 
to improve the functional relevance of education 
and to expand opportunities for acquiring new 
skills. The growth of employment would be non-
flationary only if agricultural production 
improvement in itself would have resulted in 
increase in rural employment.

118. YERRAM, (B Raju). Banking in the Sixth Five year 
plan The Economic Sense. 6M 2; 1981, February; 
30.

Credit is a key input in the programmes of 
production and self employment and in the creation 
of productive assets there has been an impressive 
step up in credit availability to the weaker
sections, its dispersal among various state of rural and urban poor had been extremely desperate. Though six five year plan, the credit policy had been deployed in a such manner that might serve the needs of each category specially of unemployed youths.

---, ---, ---, THIRD.

119. YEGNARAMAN (YS). Estimates of employment and under employment at the beginning of the Third Plan. AICC Economic Review. 11, 2; 1962, September; 19-20.

The salient findings of these paper are: (i) The total volume of employment at the beginning of the third five year plan estimated at 155.89 millions of which 131.35 million work in rural areas and 24.54 million work in urban areas (ii) under employment at the beginning of the Third plan had been estimated at 22.81 million or constituted 14.6% of employed. This man day was
more pronounced in rural areas. The estimate of visible under employment at all India was al 17.98 milion (78.8% of the total under employment) and that of invisible under employment 4.83 million (21.2% of the total under employmen, at the beginning of the Third Plan (iii) Non-Utilization of available man power resources is maximum among the group matric and above being 12.8% of the labour force. (iv) out of every 100 persons in the labour force in India, 8 persons are likely to have been unemployed, 13 persons under employed and 79 persons contented with their employment status at the beginning of the Third plan.

120. ADSEHIAL (Malcalms) Lot choice, anot chance guide small family norm. Kurushatra. 20, 6; 1983, June; 40-5.

The Objective of VIII. Plan was to generate adequate employment for all at the minimum adequate employment for all at the minimum living wage by
(a) employment for 28 million who where unemployment at the end of the VII plan (6) employent for all 37 million labour force in the VIII plan. (c) earning a minimum living wage for those who are currently unemployed and earn less than a subsistence.

121. RAM MOURTY (SB). India’s Third Five Year Plan. Finance and Commerce 4, 1;1961, July; 225-31.

The Third Plan interited from its predecessor about seven to eight million unemployed people in the employble age group. As against these 22 or 23 million people for when jobs should have been found, the third plan promised employment to only 14 million people. This figure were over estimated considering the fact that during 1956-59 only about three million additional non agricultural jobs were created after at total investment expenditure of nearly Rs. 4000 crores in the
public and private section combined. However
the third Plan had provide sufficient employment
to unemployed persons.

122. SAHNI (SK). Problem of unemployment in the
third five year plan. Rural India 25;105;1962,
May; 214-7.

Unemployment is the fountain head of all
the economic crises. The offshoots of
unemployment are most calamities, as it, on
the are hand impedes the material progress of
the energy of the unemployed youths that
ultimately results in social discontent and
panic. The main cause for all kinds of
unemployment is the economic backwardness of
the country. Besides, (1) ever increasing
population (2) limited land and a larger area
of it being back of founds for their development
(3) disappearance of old rural industries (4)
rapidly dying occupation (5) lack of intergration
between educational and employment providing institutions are the other cause charged for the huge army of unemployed persons. Planning has brought succour to it. The entire planning is being done to erase unemployment (1) Rural industrialisation will be given priority. A comprehensive scheme of rural works programme has been drawn up and this would admit 2.5 million persons to the fold employment every year (4) During the last ten years, 145 lakh new jobs have been of the order of 9900 crores. Third Plan has been devised to provide employment opportunities for 14 million people 10.5 million outside agriculture and 3.5 million in agriculture (5) Labour intensive industries are to be given preference as against capital intensive establishment.

123. SURAJ KUMAR. Millions to urban labour force during third plan period. Labour Gazette. 38, 8; 1959, April; 983-90.
A study undertaken by the national employment service of the ministry of labour revealed that an addition of 6.1 million persons to the urban labour force was excepted during III plan period. The number of educated persons in the labour force was increased from 2.8 million to 4.2 millions during the second plan period and it would increase further from 4.2 to 5.9 millions during the next plan period. The Third 6.1 million jobs in order to avoid any increase in the backlog. This study had also shown that the proportion of the unemployment was higher in cities in comparision to towns and is the highest in big cities.

---, POLICY,


Six anniversary of the international labour
organisation market by the start of world plan for employment and human resources development called "the world employment programme". The only path to a better life by the people themselves. The programme was meant to exploit methods of economic development to bring social benefits by providing work and income to maximum number of people. Unemployment of the educated persons urgency to the problem of employment policy. A proper education policy most emportant for the success of an employment policy.


Gosh pointed out that there might be considerable overlapping between two types of under employment and there fore he observed technical under employment alone constituted true. Mukerje introduced the dimension of unemployment in the analysis of employment and
unemployment. He discussed regarding various issues as Growth and employment, wages and employment, employment programmes, Poverty and employment, manpower and planning.

——, POVERTY


In Malthus' view the population growth cannot permit a higher standard of living except subsistence. The families below a certain consumption level, have many children. They do not accept family planning. Therefore, if we want the success of population control policy, economic motivation to the families below a certain consumption level is necessary and also redistribution of income in favour of the poor is essential to solve the problems of overpopulation and unemployment.

It is essential that in order to understand and regulate socio-economic growth we take a close look at the relationship of economic growth with poverty and unemployment. Data shows that in rural areas unemployment of person-day by half clay intensities was between 11.99 to 27.63 percent of total unemployment person-day for Gujrat, Harayana and Jammu and Kashmir. This rate was between 5.43 and 7.28 percent of total unemployment person lays for Bihar, Orissa, West Bengal and U.P. and other states. It can be suggested that the half day unemployment intensities reflect less reserve aspects of unemployment problem.

Indian employment and anti poverty Schemes, rural dereelopment programmes and National Ruaral employment programme are implemented in different parts of India. There fore it was highly unlikly that the unemployment and poverty by the end of the Century will really actulized, unless the poor are Universsally entralized and unionised to aspects guaranted wage employment at poverty - line income in frastrueture and social services without inefficciency and misappropriaition. The policy makes fix a target reduction in the daily status unemployment rate from 8.23 percent in 1978 to 1.0 percent 2000 AD.


Unemployment and under employment are grave problems but poverty is a more serious
problem and mere achievement of full employment at the current wage rate may not help in reduction of poverty. A critical examination of the potentials for agricultural development which can be explored, it irrigation expanded and read fertilizer technology spread. If both there condition are fullfilled, the employment per hectar can greatly increase. The new emphasis an optimum land water use, full employment and decentralization will necessitate area planning which will make in turn possible an integrated approach to rural social services.

130. NARENADRA KUMAR. Employment strategies and poverty reduction Policies. Journal of developing planning. 26, 8; 1972, December; 31-34.

The article analysis main problems and policy issues related to unemployment and poverty in India. In this spirit recently
government have a new interest in the question of unemployment state and in their contemporary development plans have begun to cast keener eye on both conceptual problems. Employment objectives have been put forward in one form or another in all development plans. In fact some of the earliest plans of developing countries including India have emphasised for the utilization of manpower resources to solve the problem of unemployment.


Poverty and the unemployment are closely linked with each other. There are the two side of the same coin. The entire economic system should be so geared as to generate more employment opportunities—either full time, seasonal, part time subsidiary, supplementery or causal. Also choice of technology should be such to enlarge
employment opportunities. In any economy where manpower is abundant, even the employment is socially desirable employment generation programmes should have a basic characteristic of universality where in male female disabled should be all to participate in such employment programmes.


The integrated rural development programme (RDP) is the major instrument of anti-poverty programme with its extension to all the development blocks in the country. Its objective was to raise at last 15 million rural families above the poverty line during sixth plan. The National rural development employment programme has been initiated with the dual objective of generation massive employment opportunities and developing rural
infrastructural for the speedy rehabilitation of rural economy. Amount of Rs. 350 crore was provided for this programme in 1980-81, which is expected to generate employment of an order of 800 to 900 million man day.

133. SEN, (Amartya). Poverty inequality and unemployment: conceptual issues in measurement. Economical and Political weekly; 8, 33; 1973, August; 1457-64.

Quantification and measurement of poverty in India have lately been attempted by many. Measurement of two related phenomena, viz, in inequality and unemployment have also received much attention recently. This article is concerned with tackling some conceptual issues thrown by these measurement exercises. In particular, the object was (1) to discuss the relationship between the concepts of poverty inequality and unemployment, (2) to review
some recent analytical results on the welfare aspects of inequality measurement, (3) to present on exiomatic framework for inequality measurement aiming to throw some light on measures like the Gini Co-efficient and to propose in the light of on alternative measure of poverty and unemployment, which was in some important ways superior to the measure used earlier.


Poverty and Unemployment reduction is apart of agenda of economic reforms. This will require cuts in sibsidies to the rich and also higher topes to maintain and to increase the expenditure relevent for the poor. The old issues of land distribution and provision of employment, primary education and health most be on the agenda.
The seriousness and complexity of urban poverty and unemployment problems, specially in small towns having population between 50,000 and 1,00,000, where the situation is grave due to lack of resources for planning their environment and integrated scheme for eradication of urban poverty and unemployment was formed into the foremost objective programme which was to attack on several root causes of urban poverty and unemployment.

---, PROGRAMME.

The problem of employment in rural areas is mainly seasonal employment and under
employment. The employment opportunities for the rural work force should be found within the agriculture and allied sector through in intensification and diversification of irrigation and improvementary employment opportuniities. The benificiaries of various development programmes are without assets or with grossly inadequate assets. The National Rural employment Programme was conceived mainly to take case of this segment of rural poor.


The main objectives of the Khadi and village industries programme during the period 1974-81 were (1) to reach to a large proportion of traditional artisans who mostly belong to socially and economically backward and to ensure continued and fuller employment (2) for create
additional employment opportunities in the decentralised industrial sector in rural areas. Khadi and village industries employment coverage increased from 18.16 lakhs in 1973-74 to 26.79 lakhs in 1979-80.


The sixth five year plan (1978-83) emphasised an moving towards full employment eradication of poverty and creation of more equal society. To tackle the problem of surplus buffer stock of the food, co-escesling with widespread unemployment and hunger a new scheme called food programme was launched in the year 1978-79 to provide employment opportunities for the poor especially during the lean employment periods and at same time contributed towards the creation of durable community assets in the rural areas.
The Integrated Rural Development Programme (IRDP) has been the entire piece of the poverty and unemployment alleviation measures that had been implemented in the sixth and seventh five year plans. It is to provide assistance to rural poor families for taking up self employment ventures so that they could improve their income and cross the poverty line. During the nine years from 1980-81 to 1988-89, over 30 million beneficiaries had been assisted subsidiary for this purpose. Evaluation studies on IRDP have shown that generally nonassisted person could cross the poverty line.

139. PADMANATHAN (M). Income generation process under IRDP. *Journal of rural development* 1; 1990; March; 173-6.

140. RANA (RPS). Wage goods model supersedes IRDP. *Southern Economist* 26, 122; 1987, May; 20-2.
With the objective of raising the poorest families in the rural process above the poverty line by giving them income generating assets and access to credit and other inputs a new programme known as the integrated rural development programme (IRDP) was launched in 1978-79. This programme aims at reduction of unemployment in the rural areas and provision of assets and inputs to the rural poor for enabling them to rise above the poverty line on a lasting basis. This programme is now a component of the revised 20 point programme. In the seventh plan the IRDP was expected to assist nearly 20 million families.


A massive drive has been launched by undertaking various schemes for creation of rural employment. These are development of dry farming
rural work programmes in drought-prone areas, provision of agro-industries, small farm development schemes, right to work. The approach to fifth plan these fore visualised a multi-programme attack on various fronts—covering all facts and causes of poverty and unemployment.


Poverty and unemployment are the twin long pending problem that are frustrating the planners. Progressive reduction in unemployment itself leads to reduction in poverty. Gainful employment round the year to the unemployed masses should be the major objective of the governmental activity. The main intention of the government is to redistribute the production assets (land) among the land-less masses to change the agrarian relation in the rural economy. Similarly rural development programmes
like SFDA, CADP, FWP, IRDP have been launched to provide maximum employment to opportunities to unemployed rural persons.


Creation of employment opportunities has always been an important objective of development planning in India. Eight Five year aimed at bringing employment in to a sharper focus, with the goal of inducing unemployment to a negligible level with in the next ten years. During the first four year of the seventh five year plan two employment programmes, viz National Rural Employment Programme and Rural Landless Employment Guarentee Programme were under operation in the country. In April 1989 (last years of the seventh Plan), both these programmes were merged in to a single Rural employment
knows as J.R.Y so as to provide employment security to the needy persons in the rural areas. JRY was modified in 1993-94 to ensure better implementation of the Yojana during the vili plan especially to achieve the target of providing 90-100 days of employment per person in back-word district where there is concentration of unemployment and underemployed persons.


Employment creation has been one of the strategies the government of India to alleviate rural poverty special programmes have been launched to directly generate rural employment, including the Jawahar Rojgar Yojana started in April 1989 features of this programme are outlined suggestions are given for removing the
abstracts to the programmes employmentation.

—,— NEREP.


Most poor and schedual caste household gat employment throught N.R.E.P under National Rural Employment Schemes. Acording concurrent evaluation of the central governments 82 percent of the beneficiaries were landless labourers, 65 percents of them belong to the people of SC and ST communities on the whole employment programme of NREP population by creating some useful assets and tackling poverty and unemployment.

—,— N.E.S.

146. SAXANA (JP) Role of National Employment service in the context of Unemployment. NES). Indian
National employment service has an important role to play in the effective utilisation of manpower. There is a wide network of employment exchanges. The role to play in coordinating search with effective implementation of economic planning and employment programmes so as to ensure optimum utilization of manpower. The policies of placement work, collection and dissemination of information about employment market and conducting surveys, to make them effective and useful in solving problem of unemployment.


The seventh plan had fixed a target of 20
million families to be covered in the seventh plan including 10 million old beneficiary families who had not crossed the poverty line. In 1985, an allocation Rs. 460 crore had been made for the National rural guarantee Employment Programme for the unemployed persons and Rs. 410.43 crore for rural development landless employment guarantee programme. The govt. had decided to further enlarge this programme providing two million tonnes of wheat for 1986-87 so that the employment generation is stepped up by additional 100 million mandays. State and Union territory administration had been asked to issue employment guarantee under identity cards on pilot basis to operationalise the job guarantee under RLEG P.

———— PR Y.

148. SINGH (Pramal). Prime minister rojgar yojina. 38, 8; 1994; May; 8-9.
Prime minister rojgar yojna (PMRY) was announced by the Prime minister in 1993 to provide self employment opportunities to one million educated unemployed youth in the country. The scheme was formally launched on October 2, 1993. The Prime minister rojgar yojna had been designed to provide employment to more than a million persons by setting up 7 lakh micro enterprises by the educated unemployed youth. It is related to opening up of self employment ventures through industry service and business outs. The scheme aimed to cover the whole of the country from 1994-95 onwards.

RAJASTHAN

49. Mohindra Kumar. Unemployment in Rajasthan a study in measurement. Manpower Journal. 54. 7; 1980, August; 100-102.

About 90 percent of the labour force in the rural area of Rajasthan are reported to have
stable employment. The unemployed constitute about 4 percent and the people not having stable and adequate employment account for about 6% of the labour force. This in the rural areas. Full time employment is needed to create about 4% of the labour force and intermittent employment for about 6% of the labour force in the urban area, about 86% of the labour force are having stable employment about 6% are unemployed and intermittent employment has to be sought for the remaining 8% of labour force.

The unemployment in the urban areas was to the extent of 3% among males and 0.5% among females, in the rural area it was about 2% in males and about 1.5% in females. In the urban area, about one third of the unemployed female did not make any effort for seeking job. About 9% of the unemployed males in the urban area too did not make such efforts.
Unemployment has differed significantly between regions but the persistence of relative regional unemployment rates in India has been particularly striking, however, during the 1990-1993. Recession of the relative regional unemployment purpose here was to understand the recent changes and to examine what might learned about the contribution of economic policies to the alleviation of both regional unemployment rate differentials and the amplitude of regional unemployment cycles. Finally there are some policy lessons to be drawn from the recent cycles in regional unemployment pattern which might provide into the amplitude of macro-economics cycles.
The Govt. sponsored social forestry projects have generated greater employment in tree farming. Increased demand of wood for domestic and industrial needs has attracted many potential farmers to take up tree planting farm-forestry and practice of cultivating tree species in the farmes land. This sector provides wide alternatives for the supply also wood to industry and house holds, when this enterprise is taken up on a block basis. The scope for income employment generation is much higher.


Forestry is the art and science of creating
maintaining on appraising the forest resources with the object of producing goods and services on a sustained basis for the welfare of mankind forestry is capable of employing unemployed and under employed. The growing consciousness for trees and plantation forestry is gradually extending to roadside Canal bank community and village for economic development. Forestry employment and under employed even remote areas of the country.

———, ROZGAR YOJNA.


Rajeev Gandhi realized that poverty could not be eradicated without the generation of adequate employment particularly in rural areas which had high incidence of poverty. He therefore managed different employment programmes National Rural Employment Programme
and Rural Landless Employment guaranteed programme, Known as Jawahar Rojgar Yoyana.

— , RURAL.

154. ALAGHA (Yoginder K) and Gupt (MM). Some aspects of unemployment and development. Anvesak. 11, 1; 1981, June; 3-9.

This paper discussed unemployment rates measured by daily status of utilization of labour time form the N.S.S. 32nd round. Differences in the Unemployment situation in the two rounds were studied. An attempt was also made to relate rural output and productivity male rural unemployment rates was higher in 1977-78 as to 1972-73, in the states/Union territories of Gujrat, Haryana, Himachal Pradesh, Karnataka, Tamil Nadu, UP Delhi and pondicherry. In the other states, they are lower. Male urban unemployment rates were higher in 1977-78 as Delhi, Goa, and pondicherry, In other states
they were lower. This paper tentatively hypothesizes that unemployment rates were higher in states with levels of commercialization in agriculture. This may however be counterbalanced by higher productivity and income levels. Within the structure of commercialization, however, output growth seems to reduce unemployment levels.


The weaker section among the rural household comprise, largely the landless labour the marginal and small households. Bulk of the rural poor and from such households and for reducing rural poverty and unemployment, adequate productive employment opportunities are must for these households. There differences in the structure of employment and earning of these
three categories for households. The three categories differing from one another level and content of development are covered through a detailed survey of 1091 villages of Bihar, Uttar Pradesh and Andhra Pradesh.

156. DASAI (Gunvant). Employment in rural areas. Economic. 20,2; 1984, February; 102-6.

There is a significant possibility of generating additional employment in the farming sector by inducing certain changes in the cropping pattern. Different crops require different growth alternative crops under almost all amount of labour conditions. Therefore, such crops should be grown which may require maximum number of labour and that the agriculture land should be under use throughout the year. So that sufficient employment and product may be available. The author has further analysed the impact of expansion of
sugarcane and ground nut acreage in the demand for labour in surat district of Gujrat.


Agriculture is seasonal occupation 75 percent population living in villages. It could not provide job opportunities for the whole year. There are about 38 million unemployed in rural areas. National commission on agriculture has estimated that the total labour force would increase by 211 million in rural areas at the turn of the century. ILO of stated need for solving the problem of unemployment in rural areas. Rural small scale industries constitute the best source for absorbing surplus manpower.

158. KOTHARI (SM). Rural Industrialisation and employment. AICC Economic Review. 14, 4; 1979, March; 81-4.
In rural areas need for attack on the current problem of unemployment and poverty in the country. The planner made a suitable policy for creating additional employment in the rural sector and also increased emphasis be placed on the rural works programme and the rural industrialization programme. The main objective of rural work programme renamed the rural mapower programme (RMP) was to help to weaker section of the rural population. The spirit of rural industries projects programme was to spread the industrial mentality. The two important instruments used to achieve of this objective under RMP industrial education grant loans for expansion of existing unit and training for new ones.

The author expects that in conjunction with the new incentives announced by the govt. of India (10 percent outright subsidiary liberalised import of machinery and raw materials, priority in supply of machinery on high purchase transport subsidy etc.) for starting and expanding industries in backward areas, this intensive and selective approach envisaged in the rural industries projects programme will be able to make big dent in so faster as the unemployment problem in rural areas.


During the first three decades of development planning, the rate of growth of income per year on an average comes to 3.5 percent. The rate of increase in labour force was to the extent of 2.5 percent per-year.
There was considerable amount of backlog of unemployment. It has been observed that employment opportunities have not increased. The rate of economic growth is slow but unemployment rate is high in India.

161. MATHUR (BB). Rural unemployment and actuate Fiscal policy. Rural India. 8,6;1985, January 171-7.

There is almost an unanimity of opinion regarding the fact that unemployment poverty scenario in the rural sector of the Indian economy is very dismal. In spite of an impressive development of large-scale manufacturing and infrastructure the share of agriculture in the absorption of the labour force has almost been constant for last three decades. The National Commission on Agriculture has projected that the agriculture sector by 2000 A.D. would absorb only a negligible fraction of additional labour
force so that more than 50 million additional employment opportunities will have to be generated in rural areas outside the purview of agriculture sector. It has reitevated its faith in the present programmes- National Rural Employment Programme and Rural landless Employment Gurantee Programme. Heavy investment with light mechanised consumption goods strategy if adopted in the industrial sector will higher pressure on the urban as well as the rural sector as the trend in the capital intensity will be reserved.


The concept of social justice as laid down in the Indian consultation, the sixth five year plan (1978-83) had some important features to raise the standards of living of extremely poor households. The main focus was on the
removal of unemployment and reduction of underemployment. The integrated rural development of schedule castes, schedule tribes, the landless and other families living below the poverty line by creating employment opportunities through loans and subsidies.


This article analyses the seasonal variations in the structure of unemployment on the basis of measuresness poverty, willingness. Analyses based on a year round study reveals that a substantial proportion of unemployment either ideal or poor or not willing to work more during the off peak seasons the problem of unemployment in rural areas in serious.

The Indian rural life is characterised by low level of income lack of production poverty and unemployment. The farmers and laboures remain engaged only seasonally and have no work for about five to six months in a year. According to one estimate about 40% of the rural population is unemployed. The backbone of the problem will be broken. An attempt has been made to highlight some vital points which may help to fight the problem of rural unemployment. (1) agriculture in India is mainly dependent on vagaries of nature, hardly about 20% of the total cultivable land is under irrigation providing irrigation facilities in as much area as possible should be considered as basis for tackling rural unemployment. (2) In all agricultural operations as far as possible technique of low cost labour should be used. (3) There is great scope for some subsidiary occupations along with farming in rural areas,
such as dairy, poultry, fishries etc. this will provide employment to under-employed labourer.

(4) Cottage industries afford the greatest opportunity for employment to the rural people

(5) Employment generating work" such as construction of roads, irrigation facilities, soil conservation, private works should be started in rural areas.

165. PATIL (Jagvant). Growing population and employment implications in rural areas. Kurukshetra. 61,1;1993, March; 58-60.

Population is increasing by 7 million every year so poverty and unemployment are serious problems. The growing population implies an increase in food and energy requirements and rise in the number of persons seeking work and concomitant pressure on resources, both physical and financial. The labour force was estimated to be 17 million at the beginning of 1992-93.
The net addition to the labour force during the period of 1992-97 was estimated to be 35 million, and another 36 million will be added during 1997-2002. This additional employment opportunities of the order of 58 million would have to be cleared during 1992-97 if the goal of near full employment was to be reached in 1997.

166. RAJIV KUMAR. Dantwala ML : a profile of poverty and unemployed in villages. Indian Journal of Agriculture. 35,2;1985, April; 1-17.

In spite of adequate material available on the various aspects of rural poverty and unemployment a study was under taken to gain a better insight in to problems through personal contacts with the households of the rural poor. Field investigation were conducted in 1983-84 in three regions of south Gujral, East U.P. and Bihar. The finding of the field investigation discusses.
Employment and unemployment during the reference week, previous month and year according to cost, occupation etc. Work participation rates according to age, sex and occupations class of worker and health, education and housing conditions occupation and income.


In India a vast majority of the population, especially in rural areas, is under employed and unemployed. Rural and small industries have been suggested as an important programme to bridge this gap. According to shri B. Sivaram, India has to find about 54 million opportunities for employment in the secondary and tertiary sectors by 2000 Ad. The following measures can reduce unemployment in rural areas. (1) to eliminate under-employment of the rural artisans/skilled persons (2) to improve the
remuneration of those employed in rural industries. (3) to provide employment opportunities for the rural poor.

168. SAIGAL (Indu). Graduate unemployment in India. Khadigramodyog. 6,3; 1971, December, 220-222.

The problem of unemployment has various aspects like rural unemployment, educated unemployment and technical unemployment. This paper deals with the problem of unemployment pertaining to Indian educated youth graduates was not uniform and it is the highest among arts graduates, women and second and third divisioners. In view of the large amounts spent remain unutilized it becomes imperative that a proper linking of the educational system.

169. SINGHAL (RD). Rural employment, Unemployment underemployment; a survey in Mathura region of Western U.P. Margin. 10, 1; 1975, May; 75-9.
The study was undertaken with a view to estimating the nature and extent of both rural employment and underemployment were randomly selected with probability proportion to the size of agricultural labour and marginal farmers. Data were gathered from employment exchange the planning and Agricultural Departments at the district U.P. The total unemployemnts as estimated in the present study, comes to 3.4 to 3.6 percent of the total population in the district, rural unemployment forming 2.2 to 2.4 percent of the total rural population. Analyses various reasons for unemployment 16.6 percent of the males and 13.4 percent of the females do not do any work because of poor physique, 8.4 percent of the males and 5.4 percent of the females are not willing to work as farm labour, whereas 9.7 percent of the males are not at work of the females, as many as 40.2 percent of them are not work because of domestic work. The existing of
unemployment and underemployment among a large proportion of rural workers of the regions calls for multiprogramme efforts directed towards, creating demand for labour both on and off the farms, and qualitatively improving the capacity of the labour force and there by its productivity.

170. TAHKUR (DS). Rural unemployment; a survey of concepts. Manpower Journal. 8, 3; 1966, August; 46-3.

The author review some of the methodologies and conceptual changes made in rural unemployment. There had been a general notion that in India traditional agricultural sector provides employment to many more persons and that it suffers from large scale disguised unemployment and underemployment and there fore has surplus labour. The author critically evaluates various literature on these issues.
and concludes that for measuring the extent of unemployment of any kind (mainly disguised unemployment and under employment) the four fold criteria of time, income, willingness and productivity would be more realistic and relevant.

171. VISARIA (Pravin). Employment Planning for the weaker section in rural India. Economic and Political Weekly. 7,6; 1973, February, 269-76.

The approach to the fifth plan anticipations that the additional wage employment will fall short of the estimated increase in labour force and envisages agriculture as the residual employment sector to absorb the increment to the labour force. Public work programmes will have to from an important component of the employment generating activities of the plan. Stating the experience obtained in the past rural work programmes, the article analyses the
preliminary results of the 25th Round of the N.S.S. conducted during 1970-71, according to the authors, throws some valuable insights into the problems of providing additional unemployment and income to the weaker sections of the rural population.

172. YOGESH KUMAR. Rural and Urban employment programme AICC Economic Review. 7, 4; 1968, March; 132.

A budgetary allocation of 70 crores has been made for rural and urban poor people in 1985 with the objective of creation jobs for 2000 persons in each district. A list of labour intensive work was drawn by govt. Which included, roadwork development of waste land minor irrigation, forestration, self employment loan for business for educated persons.

----, FOOD PROCESSING.

173. RAO (KRV). Role of food processing in eradicating

Rural unemployment perusal status is estimated at 7.1 million in 1987-88, 1.9 million unemployed persons recorded in 1972-73, the chronic unemployment persons recorded in 1972-73. The chronic unemployment rate in the rural areas which means that a person remains unemployment during that period with out any subsidiary activities, increased to 5.5 million in 1987-88 from 3.6 million in 1977-78. The rural unemployment grow at much faster rate of 3.9 percent per annum. A number of rojgar programme have been introduced and are still consideration of central & state Govt. to generate employment opportunities in the rural areas.

----, HARYANA.

Two districts of Haryana i.e. Karnal and Mohinderagarh were selected to study the nature and pattern, of unemployment among agricultural labourers and other wage earners in the rural sector. Three blocks, from each of the districts were selected on random basis and 110 households representing Karnal and 115 households representing Mohindergarh were again selected on random basis for detailed study. The reference period was from January-June 1972. The analysis covered the period of employment, type of employment, income differentials etc. The rate of employment of income differentials etc. The rate of employment of casual labourers showed significant variation as between reasons and regions. In addition to the high level of underemployment among the agricultural labourers, the totally unemployed persons in Karnal and Mohindargarh districts were nearly 7 percent and 10 percent respectively. Another significant
finding was that more of the skilled was found among the category of unemployed or underemployed. In view of the low average income of households it is necessary to raise and stabilise family income through improved earning and self employment opportunities.

---, SCHEME.

175. CHAKRAVARTY. (SK). Scheme for educated unemployed persons Commerce. 142, 3633; 1981, June; 57.

MSFC has driven a scheme for assistance to educated unemployed persons who have passed the 10th standard on an equivalent examination or who have successfully undergone prescribed course in industrial training institute and who are registered with local employment exchanges are considered to be educated unemployed persons. The age limit prescribed is minimum 18 years and maximum 45 years. Financial assistance in considered up to Rs. 50,000.
Every profession is overcrowded and reduction tenant forming and introduction of labour saving machinery and Green Revolution etc. has further reduced the employment prospects of people, particularly the landless agricultural workers. The non-farm rural unemployment has also been one of the important objective of the development planning in India to create employment opportunities through labour intensive work under the new economic policy, which aims at curtailment of public expenditure and liberalisation. It become necessary to set-up the employment programme for the needyly in the rural areas. Problem of unemployment and poverty, different estimates have been suggested by various economist.
According to agricultural ministry the mid term assessment crash scheme for rural employment had net in encouraging success within its first year. A target of generating 87.5 millions mandays of 10 months during 1971-72, the scheme was able to generate 81-24 million man day, although the working sessions had been reduced to six months due to decays in administrative preparation and the monsoon. The budgetary provision of Rs. 50 crore was worked out to an average of employment for 957. persons per district compared with 1000 persons envisaged in the scheme.

The scheme launched by Maharashra aimed at
guarantee employment to all unemployed in the rural areas of the state the central principle of the scheme was to operate it only whom employment was not available in agriculture or under area. Wage would be paid on the basis of off season agricultural rates. Thus permitting only those who can not be absorbed in regular work. Many type of small programmes were envisaged under the scheme. Unemployment guarantee Committees were being set up at state and district levels to give direction in regard to policy, planning employment coordination and evaluation of those schemes. According to report 50,000 to 60,000 persons registered themselves in every district to seek employment under the scheme.


The employment affirmation scheme Karnataka was aimed to study 5 million unskilled rural
laborers who had no gainful employment for over three, months in a year. The scheme was labour intensive careful planning had ensured the participation of villagers and rural institutions in the programme EAS was essentially in the social and humanitarian development.

----, EMPLOYMENT GUARANTEE.

Economic development and cultural change. 41, 92; 2993, March; 50-4.

The employment guarantee scheme (EGS) in the state of Maharashtra is probably most famous, Through this scheme the govt. made direct efforts to reduce absolute poverty and unemployment in the state. This scheme in very impressive as it provided 100 million man days employment.

The concept of assured employment does have of number of potentially attractive features of poverty alleviation.
In India the army of the unemployed and underemployed is growing day by day. The vast resources spent to ameliorate this condition do not seem to be making much headway because of some inbuilt weakness in the system and absence of a method of development the issue with minastreem of of development. The author who have rich experience in rural development, have done well to draw attention to the criticle issue and have assessed the potential of rural public works a a policy instrument for sustainable rural development.

---,---, INSURANCE.

Alleviating employment poverty and reducing inequalities by providing gainful employment opportunities to the rural poor has always been an important objective of development planning in India. With the introduction of employment assurance scheme, a new dimension has been added to the efforts in this direction the scheme aims at generating employment opportunities during the lean agricultural season and creating economic infrastructure and community assets. The approach to the Eight plan also stresses the need for programmes of self employment and wage employment to the poor section of the society.

183. GUPTA (KP). The Economics of unemployment insurance. The Indian Journal of Econics. 5, 7; 1979, July; 335-9.

The economic impact of the social policy in the field of unemployment was considerable In
order to solve the problem of unemployment insurance scheme was launched and unemployment insurance deserves serious consideration of policy makers, administrators and all those who are interested in appraising the existing system.


In most models of development plans, it is assumed that certain minimum levels of living have to be reached in the course of economic development. Unemployment is one of the most important aspects of social security with large scale unemployment and underemployment insurance can be introduced only for those who are employed, regardless of their proportion to the total available labour force. The administrative organisation proposed that separate, Unemployment
Insurance fund that would be set up under the administrative control of a board to be set up for the purpose. The work of Collection of contributions, examination of claims, making of payments and account keeping would be manded by the existing two providant fund organisation for their respective members. The employment exchanges would act as agencies for registration, placement, and training of the unemployed of the scheme.


The article has indentified three areas. First unemployment insurance effects the economy there by effecting the demand for labour as well as other factor for production secondly unemployment insurance labour force up to a threshold point of accumulated work. Thirdly,
unemployment insurance induces unemployment beyond this threshold point by lowering the cost of lesser and furnishing a strong disincentive to work.


In 1972-73, Rs.150 crore programme officially termed as CSRE, over 1.50 lakh hectares of land was brought under agriculture infrastructural works and 22, 844 kms of rural roads were laid under their centrally sponsored and financed scheme, nearly Rs.95 croeres had been actually spend with september last for generating employment which in terms of man days exceeded the 23 crore mark. The author concludes that the experience of the scheme in general has been that where ever the term of district and block level personal has been
dynamic, the results have been very road.

187. SHARMA (Hariom). Needing radical menashtan enhancing budget for a rural development. Productivity. 62, 7; 1994, April; 95-100.

Special efforts were made during the financial year 1994-95 to enhance job opportunities by budgetory provisons. The allocation to the Jawahar Rojgar Yojana was increased to Rs. 3, 855 crores as against Rs. 3, 306 cores in the Year 1993-94. In addition to some new employment ansurance scheme SFDA, CADP, FWP, IRDP were also announced to alleviation of rural poverty.

----, BANK CREDIT.

188. MURTY (RV). Bank Credit and employment Eastern Economist. 56, 17; 1971, March; 70-4.

The special credit schemes of the commercial banks with reference to their employment
potential was the subject. This was a review of the Thakkar Committee report. It stated that so far the banks' credit was confined to small scale industrial units and retail trades. Household and other industries' transport operations remain untouched. It also commended credit on a continuing basis. It assures that if the recommendations were given the commercial banks will be more involved in assisting self-employment.

----, TECHNOLOGY


To achieve the cherished planning goal of growth equity, the emphasis on full employment of available manpower resource is necessary. For it ensures the gain of development to flow to all sections of social, economic, and political
hierarchy. It is for the reason that government guarantee full employment. The government of capitalist counties, more so developed countries, try, not only to keep unemployst within sociology and politicaaly tolerable limites but also discusse unemployment goals. Rightly the highest planning body in India logs high priority on the full employment.

190. HARI (B). Computer and unemployment. 
Productivity. 23, 2; 1982; February; 165-6.

Computer has been found to be highly beneficial, where arthmetical repetition, litteration and successive approximation are required. It makes easy to analyse large volume of data computrised accounting system increase accuracy of records, allow increased frequencey and consistensy in reporting and reduce cleaical labour required to post ledgers and to perform arthmetic calculation. The major benefit in all
these applications is the saving on the manpower cost of many condemned such applications in a country like India where phenomenal unemployment is already increasing.

191. SINHA (SP). Unemployment technology choice in developing Countries (India). Productivity. 26, 1; 1984,. June; 5-11.

Reports on developing countries states that about 300 million people lack employment. Experts in developing countries and developed countries refer manifold reasons for unemployment which obviously did not decrease although considerable efforts were announced and undertaken. Growth rate of population exceeds the rates of economic growth the problem of unemployment is given high priority but labour intensive technologies have not been transfered. It requires improvement to develop and to disseminate such technologies including research and devlopment in the
developing countries like India, Pakistan as well as measure to initiate small and medium scale industries provide job opportunities.

----, TRIBALS, U.P.


National employment policy is effective only when it is reinforced by regional plans but before formulation of regional plans, a study of the problem at regional levels seems to be of great significance. A study was conducted in a group of five villages in the backward tribal region of Mirzapur district in U.P. and from this study it emerged that the real problem was faced by the people is unproductive employment, underemployment and unemployment. The aim of the study was to provide a gainful permanent and productive employment to people of backward region.

The problem of educated unemployed tribals and schedule caste candidates in West Bengal has aggravated on. The district employment exchanges can not help them because of existing corruption. There being a common practice on the pretext that suitable tribal candidate are deliberately deprived of the quota reserved for them. This situation is unhealthy for the promotion of education then among tribals. This position leads first to frustration and then to anger amongst the S.T.

The in the Main objectives of this paper is to bring in, to focus the nature and extent of underemployment in non-agricultural sector of LDCs with particulars reference to India. It is being increasingly realised now that underemployment, apart from agriculture, also exit, to a significant extent, in industrial and tertiary sectors. The absence of any reference to under employment in non-agriculture sector in India both in terms of income generation and employment creation.

----, UTTAR PRADESH.


Unemployment amongst educated persons in U.P. was viewed in the Context of the general unemployment of a high and rising magnitude which is essentially a consequence of prologed
period of assisted development. During foreign rules high rate of populations growth and low rate in the development of economy. The earliest evidence in this regard among graduates in U.P. is available in the report of unemployment Committee 1935 Submitted by Sapru Commision., Unemployment in Arts and sciences graduates was 4.4 percent in 1932-33 and the unemployed technical persons were 1.7 percent.

---, WAGE DIFFERENCES.


The article viewed three major problems of inadequate employment merge wages and low level of earnings, low productivity. The study assessed the nature, magnitude and pattern of employment, unemployment and under employment among the vast mass of agriculture and small land holders and causes there of a comparative picture of wage
rates in the agricultural and non-agricultural sectors of rural employment and also the rates of wages in non-agricultural sector of employment has been depicted.

---, INFLATION.


The study of unemployment and wage inflation in industrial economics is intended to clarify some of the theoretical and policy issues which have arisen in this field. The paper first attempts to put contemporary debate about policies for the current conjuncture of stagflation in to historical perspective. It states that a great deal turns on definitions and measures of "full employment" and thus, also of unemployment whilst the second part provides estimates of these alternative measures
measure for the past war period for eight countries. It tries to compare the relative social cost of unemployment versus inflation and analyses methods of "living with inflation".

----, WEST BENGAL.


The number of unemployed persons in West Bengal was estimated to be over 80 lakhs. A number of measures was suggested to meet the situation. Fuller utilisation of the installed capacity in engineering and other industries the closed factories, to emprove the raw material situation to undertake large scale programme for the construction of works, irrigation work, deep area Fishing etc. are some of the suggested measures setting up new industries in not enough, reimprouving the system of education is also required to meet the unemployment problem.

Apart from the data on the total employment in the secondary and tertiary sectors, the economic census given details of females employment under each of the heals. The study overtime of the employment of women form 1971-1981 reveals a revolutionary change in the character of the growth of the women employment against that of men in the decade of 1971-81 in the category of main workers the rate of the rise of women workers has been more than twice than that of men in the decade.

In spite of the constitutional guarantee regarding social, economic and political equality the dynamics of economic change in rural M.P. has adversely effected the employment opportunities for women over time. Adverse impact on female employment was not uniform in all the crop zones of the state, the women in wheat growing areas were suffering greater loss employment opportunities, compared to those in rice and commercial crop growing area. The women suffered casualisation of employment.


Inspite of rapid social technological progress and increase in the levels of literacy and education, unemployment stills continues to be the most baffling problem. The backlog of unemployment among rural women in 15-59 age group
at the commencement of sixth and seventh plan was 11.31 million and 7.84 million respectively which was estimated at 17 million in 1972.

----, ROZGAR YOJANA.


The generation of adequate employment and eradication of poverty has been the main objective of seventh five year plan. Women who constitute around 50% of the population remain socially economically backward various efforts are being made to uplift the condition of women through various Rojgar Yojanas like Prime Minister Rojgar Yojana, Women Employment Programme etc. Now women contribute employment income by maintaining Dairies, kitchen garden Tailoring, Beauty Parlour etc. and by serving in various fields.

203. SIVSHANKA MOORTY. Women entrepreneurship
development and Prime Minister Rojgar Yojana

The Indian Journal of Commerce. 50, 193; 1997, December; 254-6.

Unemployment is the crucial economic problem in India, 3.8 percent of population is unemployed in the country. Educated unemployed is estimated at 39.5 percent in our country. Among these 28.7 percent are women and 10.8 percent men are unemployment by introducing P.M. R. Yojana 19913-94. In this Scheme women were given preference.

204. VASHNEY (KH). Education and employment planning for young women. Journal of Labour Economics. 33, 3; 1990, April; 224-6.

Inspite of the achievements of planned development, Indian economy still lack the capacity to absorb annual addition to the labour force of young women. The number of young women work seekers on the live registers recored an
increase of 295.4 percent during 1970-85 where as in the case of men, the increase was of the order of 166.1 percent the proportion of the educated young women work seekers is generally higher than the men in the different age groups and the educational level.

205. VARSHNEY (RG). For programme of employment: for rural women in India. Development Digest. 27, 1; 1979, July; 85-7.

Four programmes to generate employment programmes for rural women were introduced. It is observed that each of the programmes has given new opportunities of employment to rural Communities, to which women from the poorest sector of the population responded Men were not displaced from jobs, instead new jobs were organized around activities, which many women already had engaged at a relatively unproductive level.
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