

UNIT II

HUMAN RESOURCE DEVELOPMENT AND ECONOMIC DEVELOPMENT

POPULATION GRWOTH

Human resources is the set of the people who make up the workforce of an organization, business sector, industry, or economy. A narrower concept is human capital, the knowledge which the individuals embody. Similar terms include manpower, labour, personnel, associates or simply people.

A human-resources department (HR department) of an organization performs human resource management, overseeing various aspects of employment, such as compliance with labour law and employment standards, administration of employee benefits, organizing of employees files with the required documents for future reference, and some aspects of recruitment and employee off boarding.

HRD concept was first introduced by Leonard Nadler in 1969 in a conference in US. "He defined HRD as those learning experience which are organized, for a specific time, and designed to bring about the possibility of behavioural change".

Human Resource Development (HRD) is the framework for helping employees develop their personal and organizational skills, knowledge, and abilities. Human Resource Development includes such opportunities as employee training, employee career development, performance management and development, coaching, mentoring, succession planning, key employee identification, tuition assistance, and organization development.

The focus of all aspects of Human Resource Development is on developing the most superior workforce so that the organization and individual employees can accomplish their work goals in service to customers.

Human Resource Development can be formal such as in classroom training, a college course, or an organizational planned change effort. Or, Human Resource Development can be informal as in employee coaching by a manager. Healthy organizations believe in Human Resource Development and cover all of these bases.

Definitions of HRD

HRD (Human Resources Development) has been defined by various scholars in various ways. Some of the important definitions of HRD (Human Resources Development) are as follows:

- According to Leonard Nadler, "Human resource development is a series of organised activities, conducted within a specialised time and designed to produce behavioural changes."
- In the words of Prof. T.V. Rao, "HRD is a process by which the employees of an organisation are helped in a continuous and planned way to (i) acquire or sharpen capabilities required to perform various functions associated with their present or expected future roles; (ii) develop their journal capabilities as individual and discover and exploit their own inner potential for their own and /or organisational development purposes; (iii) develop an organisational culture in which superior-subordinate

relationship, team work and collaboration among sub-units are strong and contribute to the professional well-being, motivation and pride of employees." .

- According to M.M. Khan, "Human resource development is the across of increasing knowledge, capabilities and positive work attitudes of all people working at all levels in a business undertaking."

CONSEQUENCES OF POPULATION GROWTH IN UNDER DEVELOPED COUNTRIES

Rapid population growth would increase the pressure of population on land, leading to mass unemployment and underemployment. The basic requirements like drinking water, housing, health, sanitation and hygiene would not be adequately met. There would be problems of getting food, consumer goods, raw materials, capital equipment etc.

Various Consequences of rapid increase in population in UDC's

- a. Reduces per capital income.
- b. Poor Standard of living
- c. Lack of Agricultural Development
- d. Mass Unemployment
- e. Retards Capital Formation.
- f. Investments
- g. Overuses of Resources
- h. Urbanization
- i. Social infrastructure
- j. Labour Force
- k. Environmental Damage
- l. World Economy.

Consequence # 1. Investment:

Faster population growth makes the choice more scarce between higher consumption now and the investment needed to bring higher consumption in the future. Economic development depends upon investment. In UDCs the resources available for investment are limited. Therefore, rapid population growth retards investment needed for higher future consumption.

Consequence # 2. Overuse of Resources:

Rapid population growth tends to overuse the country's natural resources. This is particularly the case where the majority of people are dependent on agriculture for their livelihood. With rapidly rising population, agricultural holdings become smaller and unremunerative to cultivate. There is no possibility of increasing farm production through the use of new land (extensive cultivation).

Consequently, many households continue to live in poverty. In fact, rapid population growth leads to the overuse of land, thereby endangering the welfare of future generations. Even in countries where natural resources are untapped such as Brazil and other Latin American

countries, rapidly increasing population makes it difficult to invest in roads, public services, drainage and other agricultural infrastructure needed to tap such resources.

Consequence # 3. Urbanisation:

With rapidly growing population, it becomes difficult to manage the adjustments that accompany economic and social change. Urbanisation in UDCs creates such problems as housing, power, water, transport, etc. Besides, growing population threatens permanent environmental damage through urbanisation in some rural areas.

Consequence # 4. Per Capita Income:

The effect of population growth on per capita income is unfavourable.

The growth of population tends to retard the per capita income in three ways:

- (i) It increases the pressure of population on land;
- (ii) It leads to rise in costs of consumption goods because of the scarcity of the co-operant factors to increase their supplies; and
- (iii) It leads to a decline in the accumulation of capital because with increase in family members, expenses increase.

These adverse effects of population growth on per capita income operate more severely if the percentage of children in the total population is high, as is actually the case in all UDCs. Children involve economic costs in the form of time and money spent in bringing them up.

But they are also a form of investment if they work during childhood as is the case with the majority of families, and if they support parents in old age which is rare in the case of majority of children.

As these economic gains from having many children are uncertain, therefore a large number of children in the population entails a heavy burden on the economy, because these children simply consume and do not add to the national product. Another factor is the low expectancy of life in underdeveloped countries.

It means that there are more children to support and few adults to earn thereby bringing down the per capita income. Whatever increase in national income takes place that is nullified by the increase in population. Thus the effect of population growth is to lower the per capita income.

Consequence # 5. Standard of Living:

Since one of the important determinants of the standard of living is the per capita income, the factors affecting per capita income in relation to population growth equally apply to the standard of living. A rapidly increasing population leads to an increased demand for food products, clothes, houses, etc. But their supplies cannot be increased in the short run due to the lack of co-operant factors like raw materials, skilled labour, capital, etc.

Consequently, their costs and prices rise which raise the cost of living of the masses. This brings down further the already low standard of living. Poverty breeds large number of children which increases poverty further, and the vicious circle of poverty, more children and low standard of living continues.

But Hirschman and Colin Clark opine that population pressures leading to lowering of standards will encourage the people of UDCs to work hard in order to improve their standard of living.

Consequence # 6. Agricultural Development:

In UDCs, people mostly live in rural areas. Agriculture is their main occupation. So with population growth the land-man ratio is disturbed. Pressure of population on land increases because the supply of land is inelastic. It adds to disguised unemployment and reduces per capita productivity further. As the number of landless workers increases, their wages fall. Thus low per capita productivity reduces the propensity to save and invest.

As a result, the use of improved techniques and other improvements on land are not possible. Capital formation in agriculture suffers and the economy is bogged down to the subsistence level. The problem of feeding the additional population becomes serious due to acute shortage of food products.

These have to be imported which increases the balance of payments difficulties. Thus, the growth of population retards agricultural development and creates a number of other problems discussed above.

Consequence # 7. Employment:

A rapidly increasing population plunges the economy into mass unemployment and under-employment. As population increases, the proportion of workers to total population rises. But in the absence of complementary resources, it is not possible to expand jobs. The result is that with the increase in labour force, unemployment and under-employment increases. A rapidly increasing population reduces incomes, savings and investment.

Thus capital formation is retarded and job opportunities are reduced, thereby increasing unemployment. Moreover, as the labour force increases in relation to land, capital and other resources, complementary factors available per worker decline.

As a result, unemployment and under-employment increase. UDCs have a backlog of unemployment which keeps on growing with a rapidly increasing population. This tends to raise the level of unemployment manifold as compared with the actual increase in labour force.

Consequence # 8. Social Infrastructure:

Rapidly growing population necessitates large investments in social infrastructure and diverts resources from directly productive assets. Due to the scarcity of resources, it is not possible to provide educational, health, medical, transport and housing facilities to the entire population.

There is over-crowding everywhere. As a result, the quality of these services goes down. To provide these social infrastructure requires huge investments.

Consequence # 9. Labour Force:

The labour force in an economy is the ratio of working population to total population. Assuming 50 years as the average life-expectancy in an under-developed country, the labour force is in effect the number of people in the age-group of 15-50 years. During the demographic transitional phase, the birth rate is high and the death rate is on the decline. The result is that a larger percentage of the total population is in the lower age-group of 1-15 years.

It means that the addition to the lower age-group is larger than in the working age-group. A large percentage of children in the labour force is a heavy burden on the economy. It also implies that the labour force tends to increase with the increase in population.

It will grow even faster, if more women seek paid employment. Since it is not possible to increase capital per worker (i.e., capital deepening) with growing labour force, each worker will produce less than before.

This will reduce productivity and incomes. Wages will fall in relation to profits and rents, thereby increasing income inequalities. Besides, rapid growth in the labour force increases both open unemployment and under-employment in urban and rural areas.

Consequence # 10. Capital Formation:

Population growth retards capital formation. As population increases, per capita available income declines. People are required to feed more children with the same income. It means more expenditure on consumption and a further fall in the already low savings and consequently in the level of investment.

Further, a rapidly growing population by lowering incomes, savings and investment compels the people to use a low level technology which further retards capital formation.

Consequence # 11. Environment Rapid Population Growth Leads to Environmental Damage:

Scarcity of land due to rapidly increasing population pushes large number of people to ecologically sensitive areas such as hillsides and tropical forests. It leads to overgrazing and cutting of forests for cultivation leading to severe environmental damage.

Moreover, the pressure of rapid growth of population forces people to obtain more food for themselves and their livestock. As a result, they over-cultivate the semi-arid areas. This leads to desertification over the long run when land stops yielding anything.

Besides, rapid population growth leads to the migration of large numbers to urban areas with industrialization. This results in severe air, water and noise pollution in cities and towns.

Consequence # 12. World Economy:

Rapid population growth also affects UDCs in relation to the world economy in a number of ways. First, rapid population growth tends to increase income disparities between UDCs and developed countries because the per capita incomes decline with growth in numbers in the former.

Second, rapid population growth encourages international migration. But these are limited only to the Middle East countries where there is a dearth of skilled and unskilled labour. But the developed countries place restrictions on immigration because labour from poor countries adversely affects the wages of native workers and also creates social and political tensions.

Third, emigration tends to increase wages of workers substantially at home. Fourth, another beneficial effect of this is that emigrants remit large sums of money back home. This increases family incomes and their living standards at home. Such families spend more on food, clothing and on modern household gadgets. Thus they lead more comfortable lives. Some repay family debts, while others invest in agricultural land and urban real estate.

On their return, some enterprising persons start new ventures and others expand family-owned commercial and manufacturing businesses. Further, remittances by emigrants help finance the countries balance of payments deficit. But UDCs are great losers because of the 'brain drain' when professional and technical workers migrate to other countries.

They subsidise the educational costs of such personnel but are unable to tax their incomes. The money they remit is insignificant as compared with the above two types of losses. Often the

best of the brains are allowed to settle permanently in the employing country which is a permanent loss to the home country.

Lastly, with rapid population growth the domestic consumption of even exportable goods increases. Consequently, there is a decline in the exportable surplus. On the other hand, to meet the demand of rapidly increasing population, more food and other consumer goods are required.

It leads to an increase in imports of such goods along with those of capital goods needed for the development. Reduction in exports and increase in imports lead to deterioration in the balance of payments position of the country. This may force the state to curtail the importation of capital goods which will adversely affect economic development of the country.

POPULATION IN INDIA

Population overview

India is the second most populated country in the world after China. Today almost 18% (1,400,074,005 people) of world's population live in India. India is located in Southern Asia, bordered by countries of Pakistan, Nepal, Bangladesh, Bhutan, Myanmar (also known as Burma) and China. With the area of 3,287,260 km² (1,269,218 mi²) India is the 7th largest country by area and the 26th by population density. The Indian population reached the billion mark in 1997. But, in spite of the fact that China made it 15 years before in 1982, India is projected to be the world's most populous country by 2023.

Demographics of India 2019

As of 1 January 2020, the population of India was estimated to be 1,387,297,452 people. This is an increase of 1.26 % (17,248,911 people) compared to population of 1,370,048,541 the year before. In 2019 the natural increase was positive, as the number of births exceeded the number of deaths by 17,810,631. Due to external migration, the population declined by 561,720. The sex ratio of the total population was 1.070 (1,070 males per 1 000 females) which is higher than global sex ratio. The global sex ratio in the world was approximately 1 016 males to 1 000 females as of 2019.

Below are the key figures for India population in 2019:

- 27,962,691 live births
- 10,152,060 deaths
- Natural increase: 17,810,631 people
- Net migration: -561,720 people
- 717,105,446 males as of 31 December 2019
- 670,192,006 females as of 31 December 2019

- Age dependency ratio
- Dependency ratio of population is a ratio of people who are generally not in the labour force (the dependents) to workforce of a country (the productive part of population). The dependent part includes the population under 15 years old and people aged 65 and over. The productive part of population accordingly consists of population between 15 and 64 years.
- This ratio shows the pressure on productive population produced by the dependent part of population.
- The total dependency ratio of population in India is 54.1 %.
- What does this value mean? It shows that the dependent part of population is more than a half of the working part. It means that the working population (labour force) in India must provide goods for itself and cover expenditure on children and aged persons (this population is more than a half of working population). The value of more than 50% shows that the pressure on productive population in India is relatively high.

Child dependency ratio

- Child dependency ratio is a ratio of people below working age (under 15) to workforce of a country.
- Child dependency ratio in India is 45.7 %.

Aged dependency ratio

- Aged dependency ratio is a ratio of people above working age (65+) to workforce of a country.
- Aged dependency ratio in India is 8.4 %.

India population 2020

During 2020 India population is projected to increase by 17,466,075 people and reach 1,404,763,527 in the beginning of 2021. The natural increase is expected to be positive, as the number of births will exceed the number of deaths by 18,034,867. If external migration will remain on the previous year level, the population will be declined by 568,792 due to the migration reasons. It means that the number of people who leave India to settle permanently in another country (emigrants) will prevail over the number of people who move into the country (to which they are not native) in order to settle there as permanent residents (immigrants).

Population change rates in 2020

According to our estimations, daily change rates of India population in 2020 will be the following:

- 77,575 live births average per day (3,232.28 in an hour)
- 28,164 deaths average per day (1,173.50 in an hour)
- -1,558 emigrants average per day (-64.93 in an hour)

The population of India will be increasing by 47,852 persons daily in 2020.

India population density

India population density is 422.0 people per square kilometre (1,093.0/mi²) as of September 2020. Density of population is calculated as permanently settled population of India divided by total area of the country. Total area is the sum of land and water areas within international boundaries and coastlines of India. The total area of India is 3,287,260 km² (1,269,218 mi²) according to the United Nations Statistics Division.

Religion in India

According to 2011 Census Data almost 80% (more than 1 billion people) of the population in India adheres to Hinduism. This is about 94% of all Hindus living in the World. Another 14.2% are Muslims, 2.3% are Christians, 1.7% adheres to Sikhism and less than 1% are Buddhists.

Life expectancy

Life expectancy at birth is one of the most important demographic indicator. It shows the number of years a new-born infant would live assuming that birth and death rates will remain at the same level during the whole lifetime.

Total life expectancy (both sexes) at birth for India is 66.8 years. This is below the average life expectancy at birth of the global population which is about 71 years (according to Population Division of the Department of Economic and Social Affairs of the United Nations).

Male life expectancy at birth is 65.8 years. Female life expectancy at birth is 68 years.

Literacy of population

According to our estimates 703,840,109 persons or 72.14% of adult population (aged 15 years and above) in India are able to read and write. Accordingly about 271,804,570 adults are illiterate.

Literacy rate for adult male population is 80.95% (405,669,949 persons). 95,491,256 are illiterate.

Literacy rate for adult female population is 62.84% (298,170,160 persons). 176,313,314 are illiterate.

POPULATION PROBLEMS IN INDIA

Some of the major population problems of India are as follows:

- a. Rapid Growth of Population
- b. Disproportionate Gender Composition
- c. Poor Standard of Living and Malnutrition
- d. Unemployment.

1. Rapid Growth of Population:

We know that in spite of many attempts to check population growth, the birth rate is still high (annual exponential growth rate is 1.64 per cent as per 2011 census), but the death rate has been checked because of the development and extension of medical facilities.

Family planning is not practised sincerely on a large scale, especially in rural areas. This situation has resulted into large proportion of youth (15-24 years, 2%) along with the aged (32% in 2011) who are dependent on relatively small workforce of the population.

This large proportion of young population puts great pressure on the available medical, educational and other social amenities. It is estimated that due to the rapid population growth, 25 million people are homeless and 171 million people have no access to safe drinking water.

2. Disproportionate Gender Composition:

According to Census 2011, national sex ratio (females per 1,000 males) is 940. Most countries in the world have more women than men. But India and some South Asian and East Asian countries differ. Female mortality is higher in these nations.

This has resulted in there being more men than women in India and the sex ratio is lower than 1,000, except in two states—Kerala (1,084) and Pondicherry (1,083). India is one of the few countries where the child sex ratio between age of 0-6 has been declining.

The falling child sex ratio is the result of two main factors:

(1) High female infant mortality (relative to male infant mortality), and (2) Female foeticide.

Both in turn reflect parental and social discrimination against girls and has been recognized essentially as an attitudinal problem. Experts cite societal pressure and dowry demands as the reasons for this menace rather than lack of education and awareness.

3. Poor Standard of Living and Malnutrition:

Standard of living in a country is also affected by its population. In India, there is a great shortage of nourishment, especially that of balanced diet. The standard of living is low and housing conditions are often very poor which lead to health problems such as deficiency diseases. The ignorance of people, inadequate medical facilities, and lack of financial resources come in the way of improving the housing and health conditions.

4. Unemployment:

The pressure of unwanted population growth increases the army of unemployed youths of employable age. Such desperate youths become a burden on the society. They may indulge in unlawful activities and cause harm to the law-abiding people. In India, a large proportion of population is dependent on agriculture which is mostly done by traditional methods, obsolete equipment's and inadequate financial resources. Consequently, the production per unit area is low.

The secondary and tertiary sectors (industries and services respectively) are relatively less developed. Thus, there are very limited employment opportunities for both the unskilled and semi-skilled people. The agricultural sector does not provide employment to a large number of unskilled workers.

The educated and skilled persons also have very limited opportunities of employment. Consequently, both the uneducated and educated, skilled and unskilled, workers migrate to urban areas in search of jobs.

Thus, the towns and cities have become overcrowded, making living conditions poorer and resulting into socio-economic and environmental problems such as problems of crime and delinquency, prostitution, pollution, transportation, violence, etc.

REMEDIAL MEASURES FOR SOLVING POPULATION PROBLEMS

Many methods suggested for solving the population problems are:

- a. Migration
- b. Redistribution
- c. Economic Development
- d. Family Planning through effective population policy.
 - a. Moral
 - b. Legal
 - c. Contraceptual Methods
 - d. Clinical Methods.

POPULATION POLICY OF INDIA 1976

April 16, 1976 introduced effectively the population explosion in the country. The salient features are as follows:

- a. Raising the minimum age of marriage by the three years, from 15 to 18 years for girls, and from 18 to 21 years for boys.
- b. The limitation will be only after three children.
- c. Increase the monetary compensation for sterilisation.

THE NATIONAL HEALTH POLICY

It was approved by parliament in 1983 was committed to achieving the goals of Health for All the people by the year 2000 AD. The specific goals are

- a. Birth rate – 21 per 1000
- b. Death Rate – 9 per 1000
- c. Infant Mortality Rate – Below 60 per 1000 live birth
- d. Effective Couple Protection Rate -60 per cent
- e. Life expectancy at Birth -64 years.

NATIONAL POPULATION POLICY

The GOI adopted NPP on 15th Feb 2000 with view to encourage the two child norm and to stabilise the population by 2046 AD. The salient features are:

- a. Reduction of infant mortality rate below 30 per 1000 live births.
- b. Reduction maternal mortality rate below 100 per 1000 live births.
- c. Universal Immunisation.
- d. To achieve 80 per cent deliveries in regular dispensaries, hospitals and medical institutions with trained staff.
- e. Prevention and control of communicable diseases.
- f. Incentive to adopt two child small family norm.

- g. Facilities for safe abortions.
- h. Strict enforcement of Child Marriages Restraint Act
- i. Raising the age of marriage of girls above 20 years.
- j. Health insurance.

NFHS4 2015 - 2016

In the latest (2015-2016) round of the National Family Healthy Survey (NFHS4), the total fertility rate (TFR) for village India was 2.4 compared to 1.8 for urban India; 3.1 for women with no schooling compared to 1.7 for women with 12 or more years of education; 3.2 for the lowest wealth quintile and 1.5 for the highest wealth quintile; 2.26 for the Scheduled Castes compared to 1.93 for the non-SC/ST/OBC groups.

This means that our efforts to impose a two-child norm in the country would have to disproportionately target the rural, the poor, the less educated and the socially most disadvantaged. Is this how we want to treat our most disadvantaged citizens. It assumes that it is irresponsibility, ignorance, irrationality and sheer cussedness that explain their higher fertility?

Add to this the fact that it is the children of this section of the population that face the gravest threats to survival into adulthood and one can see why it makes sense to have three or four births to make sure that there will be two or three alive when their support is needed.

Now to the elephant in the room. In NFHS4, the TFR was 2.62 for Muslims compared to 2.13 for Hindus. Muslim fertility is indeed higher than Hindu fertility, *but*:

(1) It is not all that much higher and

(2) The gap has been narrowing rapidly – just 10 years earlier, in NFHS3, the TFR for Muslims was 3.40 and for Hindus it was 2.59 – a difference of 0.81 births that has now become a difference of 0.49 births per woman.

In other words, while both Hindu and Muslim birth rates have been falling, they have been falling more rapidly for Muslims.

UNEMPLOYMENT

Employment literally means full, when every able bodied adult worked the number of hours considered normal for a fully employed person.

DEFINITION OF EMPLOYMENT

According to Pigou, “employment as one when everybody, who at ruling rate of wages wishes to employ is in fact employed.

UNEMPLOYMENT

It means in efficient utilisation of human resources, lower production and, therefore lower standard of living of people. It is the darker side of economic progress and it is almost a universal feature of capitalistic societies.

DEFINITION OF UNEMPLOYMENT

Unemployment is defined as a situation where someone of working age is not able to get a job but would like to be in full-time employment.

TYPES OF UNEMPLOYMENT

- a. Cyclical Unemployment
- b. Technological Unemployment
- c. Frictional Unemployment
- d. Seasonal Unemployment
- e. Structural Unemployment
- f. Voluntary Unemployment
- g. Involuntary Unemployment

CYCLICAL UNEMPLOYMENT

It is caused by the trade cycles at regular intervals. The cyclical fluctuations are unavoidable and during downswing, business activities will become inert leading to slowing down of production, which will result in unemployment.

TECHNOLOGICAL UNEMPLOYMENT

It is the result of certain changes in the technique of production which may not warrant much of labour.

FRICTIONAL UNEMPLOYMENT

It is caused by improper adjustment between supply and demand for labour. It arises due to local variations as well as technological changes. Though total demand for labour exceeds total supply, there will be unemployment at the fringe, due to lack of adjustability, mobility and inadequate organizational methods of management of labour.

SEASONAL UNEMPLOYMENT

Due to seasonal variations, industrial activities will be affected, and consequently the labour will remain unemployed. Example Sugar industry a seasonal industry starting production after harvest and closing within 100 to 120 days.

STRUCTURAL UNEMPLOYMENT

It arises when there is a drastic change in the economic structure of a country due to, abnormal change in demand. In this case the labour may be too much in supply as compared with other productive resources such as land and capital with which to employ it gainfully.

VOLUNTARY UNEMPLOYMENT

It is the result of labour preferring leisure, instead of working at the prevailing wage rate and employment conditions. In this case, the individual offered employment opportunities in any occupation or locality which is not acceptable to him.

INVOLUNTARY UNEMPLOYMENT

This arises due to non-availability of jobs. It may assume different forms such as visible and disguised unemployment.

Disguised Unemployment is described as the adoption of inferior occupations by the workers who are capable of doing superior occupations. In other words, the shift in employment is from a higher to a lower occupation due to retrenchment and dismissal, involving the lower productivity of workers.

CAUSES FOR UNEMPLOYMENT

- a. Rapid increase in population
- b. Underdevelopment
- c. Poor Employment Planning
- d. Mass output of Graduates from Indian Universities
- e. Inadequate Development of non- agricultural sector
- f. Rationalisation
- g. Modernization
- h. Import Restriction
- i. Inadequate Financial facilities
- j. Poor Savings
- k. More dependence of Agricultural Sector
- l. Failure of Village and Cottage industries
- m. Joint Family System
- n. No Migration
- o. Industrial Sickness
- p. Increasing of Exports Goods.

REMEDIAL MEASURE FOR UNEMPLOYMENT

They may be divided into two ways:

- a. Short Term Measures
- b. Long Term Measures

SHORT TERM MEASURES

- a. Establishment of Small Industries
- b. National Employment Scheme to be extended
- c. Road Transport to be developed
- d. Slum clearance and housing schemes to be taken up
- e. Private building activity to be encouraged.

LONG TERM MEASURES

- a. Diversified Industrialisation
- b. Technical and Vocational Education System Developed
- c. Adoption of Scientific Methods in Agriculture
- d. Effective Control of Population Growth
- e. Compensatory Public Works should be started.

BHAGAWATI COMMITTEE ON UNEMPLOYMENT

It was started under the chairmanship of B. Bhagawati in December 1970. To assess the extent of unemployment and underemployment in all its aspects to suggest the remedial measures. The important recommendations are

- a. Massive rural work
- b. Labour intensive industries
- c. Overtime work to be prohibited
- d. Working hours
- e. Unemployment insurance
- f. Tax Concession
- g. Development of Backward Areas.

S.P.GUPTA SPECIAL GROUP RECOMMENDATIONS

It was started under the chairmanship of S.P.Gupta on September 5, 2001. The main aim of task force is to generate 10 million employment opportunities per year. The special features are:

- a. Improving Productivity and Job Quality of the Unorganised Sector
- b. During 10th plan period providing 50 million jobs
- c. The introduce Zero Elasticity of Employment in Agriculture
- d. Change in credit policy
- e. Introduction of Industrial Disputes Act
- f. To provide 92 per cent of employment in unorganised sector.
- g. Introducing land Reform process.

EMPLOYMENT GENERATION PROGRAMME

Many programmes have been launched in the country to solve the unemployment problems and also to mitigate the severity of rural unemployment. These programmes are mainly of two kinds.

- a. To promote self-employment
- b. To provide Wage employment

SOME IMPORTANT PROGRAMMES AND SCHEMES ARE

- a. IRDP - Integrated Rural Development Programme
- b. TRYSEM – Training for Rural Youth for Self-Employment
- c. DWCRA – Development of Women and Children in Rural Areas
- d. JRY- Jawahar Rozgar Yojana
- e. SJSRY-Swarna Jayanthi Shahakari Yojana
- f. SGSY – Swarna Jayanthi Gram Swarozgar Yojana
- g. PMGY- Pradhan Mantri Gramodaya Yojana
- h. PMGSY –Pradhan Mantri Gram Sadak Yojana
- i. NREG- National Employment Guarantee.