

## CHAPTER 6

### MANPOWER AND EMPLOYMENT

6.1 All through the plan era the plans have aimed at rapid economic and social development. Progressive reduction of unemployment and creation of employment opportunities have been other major tasks before the planners. Programmes carrying significant potential for creation of employment opportunities and removal of poverty have been given priority in the State Plans. However, the steady growth in population and increasing number of educated persons as a result of expansion of education facilities in the State demand greater attention to be paid on the employment front.

#### Demography

6.2 The results of decennial population census have revealed that the rate of population growth in Rajasthan has been comparatively higher than the national average. Although the decennial census of 2001 gives some indications about the deceleration in the rate of growth of population, at 28.33 per cent during 1991-2001 decade, it is higher than the national average.

#### Labour Force and Unemployment Estimates

6.3 With a view to assessing the extent of the problem of unemployment, it is necessary to estimate the number of persons expected to become available for employment and the employment opportunities likely to be generated during the Tenth Five Year Plan period. To arrive at the total number of employment opportunities required to be generated, backlog of unemployed persons at the beginning of the plan and addition to the labour force during the plan period 2002-2007 have been estimated on the basis of results of field surveys of the 55th round of N.S.S.O. conducted in Rajasthan.

6.4 The estimates of labour force and unemployment are prepared separately in respect of three categories namely usual status, weekly status and daily status for various age group viz., persons in the age group 5 and above (5+), 15 and above (15+) and 15 to 59 adopting age-wise, sex-wise, and residence-wise participation rates of different age groups such as 5-9, 10-14, 15-29, 30-44, 45-59 and 60 and above. The usual activity status is determined with reference to a longer period than a day or week. Therefore, adoption of usual status rates is considered to be more appropriate for the estimation of labour force and backlog of unemployment.

6.5 Based on the Central sample results of 55th round of NSS (usual status) labour force projections worked out are as under:

#### Projections of Labour Force

(in lakhs)

Age Group (years)	Total Population as on		Labour Force as on		Addition to Labour Force during 2002 - 2007
	1st March		1st March		
	2002	2007	2002	2007	
5+	499.00	559.00	216.00	242.00	26.00
15+	342.00	383.00	205.00	230.00	25.00
15-59	304.00	341.00	192.00	215.00	23.00

6.6 With a view to maintaining uniformity of concepts and ensure comparability

with the all India figures it is felt that all persons in the age group of 5 and above should be taken to constitute the labour force and all subsequent projections should be based on labour force of all persons of the age 5 and above. Accordingly, the addition to labour force during the Tenth Plan period in Rajasthan is estimated to be around 26.00 lakh persons. The age, sex and residence wise breakup of the labour force is given in Annexure I. On the basis of age, sex and residence wise usual status unemployment rates it is estimated that the Tenth Five Year Plan has started with a backlog of about 2.37 lakh persons. Their age, sex and residence-wise details are given in Annexure II.

## **Strategy**

6.7 The Approach to the Tenth Five Year Plan prepared by the Planning Commission states that "primary objective of the Tenth Five Year Plan will be to generate greater productive employment in the growth process itself by concentrating on sectors, sub-sectors and technologies which are more labour intensive, in regions characterised by higher rate of employment and under employment".

6.8 The State Government has adopted the following strategy for providing employment opportunities in the State.

- Labour intensive programmes are being taken up on priority.
- Special wage employment oriented programmes viz. JRY, EAS, etc. are being implemented with increased emphasis.
- Special emphasis is being laid on public participation in rural development through programme like Apna Gaon Apna Kam, Battees Zile Battees Kaam.
- Poverty alleviation and employment generation is being attempted in urban areas through programmes like PMRY, NRY, PMIUP, UBS etc.
- Considerable expansion in the formal and non-formal educational network through the various schemes like Siksha Karmi, Lok Jumbish, Rajiv Gandhi Pathshala, DPEP etc. including technical education with stress on vocationalisation.
- Step up in coverage under various schemes of self employment like TRYSEM, Self Employment Scheme for Educated Unemployed Youth (SEEUY).
- For enhancing employment opportunities through rural development the priority has been given to the development of basic infrastructural facilities in the rural areas. Rural housing programmes has also been given priority.

## **Quantification of Employment Opportunities**

6.9 The State Government has been estimating the quantum of employment generation as a result of investment under development programmes on the basis of investment employment norms. These norms have been suitably adjusted in view of the price escalation. Employment generation within the agriculture (crop husbandry) has been worked out on the basis of additional area proposed to be brought under various crops and requirement of human labour per hectare. These norms have been given in Annexures III and IV. On the basis of sectoral investment during the Tenth Five Year Plan and estimated increase in area under cultivation under various crops, it is estimated that full time additional employment opportunities will be created for about 38.85 lakh persons.

6.10 In view of the increasing thrust on employment generation an effort has also been made to identify employment potential areas and accelerate the pace of

investment in them. On the basis of results and pattern of employment in the State revealed by Economic Census, E.M.I. Scheme of Employment Department and employment pattern in development programmes etc., it has been found that the following sectors/ activities contain significant employment potential :

- Agriculture and Allied Services : Crop Husbandry (application of improved technology in crop production), Animal Husbandry, Forest, Fisheries, Dairying, Warehousing and Marketing and Horticulture.
- Village and Small Industries : Khadi, Handloom and Handicrafts
- Irrigation : Medium and Minor Irrigation Projects and C.A.D
- Mining and Quarrying
- Rural Roads
- Social Services: Education, Medical and Health, Housing Programmes
- Rural Development Programmes :SGSY, DDP, DPAP,JRY,etc.
- Tourism
- Stone & Marble Industries
- Gems and Jewellery

### **Manpower Outlook**

6.11 Steady increase in population and expansion of education facilities has resulted into corresponding increase in the labour force and educated job seekers. Due to huge investment under capital intensive sectors viz.: Irrigation, Power and Roads, the creation of additional employment opportunities did not commensurate with the addition to labour force and each five year plan left behind a backlog of unemployed persons of all categories. The situation in respect of educated persons is alarming. Nearly 68 percent of 8.11 lakh persons registered on the live register of Employment Exchanges as on 31.12.2000 possessed educational qualifications of Secondary and above. There is a significant number of unemployed persons registered in the Employment Exchanges possessing technical and professional qualifications. Apart from accelerating the pace of investment under employment potential sectors special measures are also necessary to tackle the problem of educated unemployment.

6.12 In view of the limited scope for wage employment due to financial constraints, the thrust is now on self-employment. The facilities for vocational guidance and assistance for self-employment to the educated persons are, therefore, being given emphasis. Expansion in education, medical and health, and housing facilities is envisaged creating new opportunities for self employment. Technical training facilities will also be improved and it will be imparted in emerging areas to cater to the changing needs and pattern of industrialisation and advancement of technology. Concerted efforts will be made to provide assistance for employment/self-employment to women. It is proposed to expand technical training facilities for women and introduce new employment oriented courses for them in educational institutions at various levels.

## Annexure I

Estimated Labour Force Based on Usual Status Participation Rate(As per 55th Round of NSS)

(00)

Age Group Years	Urban		Rural		Total (Col.2 to5)
	Male	Female	Male	Female	
1	2	3	4	5	6
<b>As on 1st March, 2002</b>					
5-9	59	26	481	1098	1664
10-14	409	313	3280	4874	8876
15-29	13913	1798	44681	21338	81730
30-44	13769	2409	37854	17702	71734
45-59	6207	1112	21654	9140	38113
60 +	1418	196	9650	2587	13851
Total	35775	5854	117600	56739	215968

(00)

Age Group Years	Urban		Rural		Total (Col.7 to 10)	Addition to Labour force during 2002-07 (Col.11- Col.6)
	Male	Female	Male	Female		
1	7	8	9	10	11	12
<b>As on 1st March, 2007</b>						
5-9	68	30	534	1221	1853	189
10-14	476	357	3641	5421	9895	1019
15-29	16183	2049	49604	23732	91568	9838
30-44	16015	2746	42026	19688	80475	8741
45-59	7219	1268	24035	10166	42688	4575
60 +	1649	223	10714	2877	15463	1612
Total	41610	6673	130554	63105	241942	25974

## Annexure II

Estimated Unemployment Persons (Backlog) Based on Usual Status Participation Rate  
(As per 55th Round of NSS)

(00)

Age Group Years	Urban		Rural		Total
	Male	Female	Male	Female	
1	2	3	4	5	6
5-9	-	As on 1 <sup>st</sup> March 2002			-
10-14	-	16	30	53	99
15-29	860	200	842	69	1971
30-44	79	11	88	-	178
45-59	41	-	-	-	41
60 +	-	-	77	-	77
Total	980	227	1037	122	2366

## Norms for Estimation of Additional Employment Generation

## No. of Persons per lakh Rs. of Expenditure

S.No.	Sector	Construction	Continuing
1.	(a) Agriculture Production	2.12	0.23
	(b) Rural Dev. Prog., CAD etc.	2.39	0.61
2.	Minor Irrigation	4.65	0.05
3.	Animal Husbandry	1.99	0.46
4.	Soil Conservation	6.65	0.17
5.	Forestry	6.65	0.15
6.	Fisheries	1.99	0.59
7.	Co-operation	2.66	1.10
8.	Panchayati Raj & RD	2.39	0.61
9.	Irrigation		
	i. IGNP	2.26	0.02
	ii. Other than IGNP	4.39	0.02
10.	Power	0.26	0.26
11.	Industries		
	i. Large and Medium	2.79	0.93
	ii. Village and Small	2.79	1.72
12.	Mining	4.65	0.47
13.	Roads	4.65	0.47
14.	Road Transport	2.39	4 per bus
15.	Tourism	2.79	0.29
16.	Education	2.39	0.84
17.	Medical	2.92	0.70
18.	Water Supply		
	i. Rural	2.66	0.80
	ii. Urban	1.86	0.80
19.	Housing	2.39	0.46
20.	Social Welfare	2.39	0.40
21.	Labour and Labour Welfare	2.12	0.68
22.	Publicity	2.39	0.13
23.	Economic Services	2.12	0.66
24.	Ayurved	2.92	1.49
25.	Town Planning	2.39	0.61
26.	Welfare & Backward Classes	2.39	0.40

## Annexure IV

## Norms for Estimation of Additional Employment Generation under Agriculture Sector

Crops	Human labour requirement (Number of Mandays/Hectare)
1. Paddy	81
2. Jowar	48
3. Bajra	35
4. Maize (a) Irrigated	59
(b) Unirrigated	50
5. Wheat (a) Irrigated	95
(b) Unirrigated	40
6. Barley	89
7. Pulses (Gram, Moong etc.)	32
8. Sesamum	35
9. Groundnut	52
10. Sugarcane	150
11. Cotton	147
12. Chillies	120
13. Guar	25