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GLOBALISATION - ITS IMPACT ON INDIAN EMPLOYMENT SCENARIO – A CONCEPTUAL STUDY

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ABSTRACT

In India, the employment scenario is not very promising as there is acute unemployment and underemployment. Unemployment problem is recognised to be a major challenge to development-planning in India because unemployment problem is considered to be the problem of poverty. Migration to urban area is the outcome of a high rate of unemployment in rural area and is likely to increase the pressure on limited infrastructure. At the same time, to create jobs for people in general or even for certain vulnerable sections of population is extremely limited in the present climate of economic liberalisation. The strategy towards achieving inclusive growth is to generate a productive and gainful employment on a sufficient scale to absorb our labour force. Past records in this aspect, is not encouraging. The problem is heightened by the fact that the relatively higher rate of growth achieved during the last decade has not generated sufficient volume of good quality employment. The impact of globalisation on employment, the nature and extent of unemployment in India and the policy measures are sought after towards increasing employment opportunities and reduce the unemployment proportion. In this context, the researcher makes an humble attempt to expose the impact of globalisation on the employment aspect in Indian economy.

KEYWORDS

globalisation, employment, unemployment, underemployment, inclusive-growth.

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1. INTRODUCTION

Economic development of any country consists in the optimum utilisation of human resources in-productive directions, which leads to the reduction of unemployment and boost the income of the society. When an individual, even after his best possible efforts, does not get work on the existing wage-rate or even a low wage-rate to earn his means of subsistence, he is termed as "unemployed". It is now fully recognised that declining man-land ratio, small and fragmented holdings, highly and distribution structure agriculture alone cannot provide the ultimate solution for rural unemployment and under-employment. The rural work force is gradually shifting to a diverse variety of non-farm jobs, partly located in rural areas themselves and partly through migrating to urban work place. By the close of eighties, nearly one-fourth of rural male and about one-sixth of rural female workers were engaged in different types of non-agricultural activities. The quality of job is important for the long term development of rural India, hence, emphasis should be given for productive and sustainable employment which to the economic growth contributions to exports. Unemployment eradication has been a major concern of Indian planning. Provision of gainful employment is recognised as a key instrument in poverty-alleviation, reduction of unemployment and sector transformation. In order to operate this strategy many programmes have been launched by the Govt of India which can be categorised into (1) wage-employment programmes (2) self-employment programmes. Notwithstanding, globalisation and liberalisation also have brought about effects on employment in India.

2. REVIEW OF LITERATURE

Globalization is the subject of attraction for a long time. The wave of globalization appeared on India's shores only in 1991, much after China's and some other Southeast Asian countries. The various research centres, trade committees, economist and media are giving importance to globalization and its impact on Indian economy continuously. The researcher includes some significant studies for the purpose of literature review that are most relevant for this exercise. **SINGH (2012)** in his paper "Globalization and Its Impact on Indian Economy" examines the reform history in Indian economy starting from the pre-British era to present stage of Liberalization, Privatization and Economic Affairs: Vol. 59 Special Issue: 797-803: 2014 **AGRAWAL** Economic Affairs Print ISSN: 0424-2513 Online ISSN: 0976-4666 798 Globalization. In his paper he found that India needs to launch a 'second generation' of economic reforms, with a more human face, the reforms must be based on the long-term vision of transforming India into a global economic power in the next twenty to twenty-five years. **SHARMA (2009)** in his book "China and India in the Age of globalization" explored how the interplay of socio, historical, political and economic forces has transformed, India and China, once poor agrarian societies into economic Power house. In this book he examined the challenges that both countries face and what each must do to strike the balance between reaping opportunities and mitigating risks. **PILLANIA (2008)** in his study "An Exploratory study of Indian Foreign Trade" studies various aspects of Indian foreign trade since 1949. He found that Indian foreign trade has progressed a lot over the last sixty years since independence and India lost its market share to other countries in 1950s and 1960s. The situation improved in 1970s and exports have finally picked up in post liberalization era in general and after 2002 in particular. **Singh (2007)** in his study "Globalisation, Industrial Revolutions in India and China and Labour Markets in Advanced Countries: Implications for National and International Economic Policy" examines the impact on labour markets in advanced countries of the integration of the fast - growing countries, China and India. After his study he suggests that globalisation has a small overall effect on output and employment in advanced countries. The paper concludes that current globalisation cannot meet these twin objectives and that coordination and cooperation between nation states under alternative globalisation are much the better way, if not the only way of realising these objectives. **GOYAL (2006)** in his paper "Impact of Globalization on developing Countries (with special reference to India)" explores the contours of the on-going process of globalization Liberalization and privatization. Throughout this paper, there is an underlying focus on the impact of globalisation on Indian employment. Various studies have been made to analyse different aspects of employment and unemployment, but little has been done to study the impact of globalization on Indian employment. Hence, present study proposes to study the effect of globalization, on Indian employment with clear-cut objectives

3. OBJECTIVES OF THE STUDY

This study has the following objectives:

1. To understand the conceptual framework of globalisation
2. To study the nature and extent of employment in India
3. To exhibit the Indian employment scenario
4. To highlight the impact of globalisation on Indian employment scenario
5. To suggest strategic measures for employment generation in India

4. CONCEPTUAL FRAMEWORK OF GLOBALISATION

Globalization means the coming together of different societies and economies via cross border flow of ideas, finances, capital, information, technologies, goods and services. The cross border assimilation can be social, economic, cultural, or political. But most of the people fear cultural and social assimilation as they believe this would have a negative impact on the existing culture of their society. Globalization therefore has mostly narrowed down to economic integration and this mainly happens through three channels; flow of finance, trade of goods and services and capital movement. Globalization is a term that includes a wide range of social and economic variations. It encompasses topics like the cultural changes, economics, finance trends, and global market expansion. There are positive and negative effects of globalization - it all comes as a package. Globalization helps in creating new markets and wealth, at the same time it is responsible for extensive suffering, disorder, and unrest. The great financial crisis that just happened is the biggest example of how negative globalization can turn. It clearly reveals the dangers of an unstable, deregulated, global economy. At the same time, this gave rise to important global initiatives, striving towards betterment. Globalization is a factor responsible for both repression and the social boom. Today India is regarded as being the one of the fastest developing countries just after China. Globalization has also played a major role in generating employment opportunities in India. After liberalization in the 1990s, the scenario of employment in India has witnessed a phenomenal change. Cities like Bangalore, Delhi, Mumbai and Chennai provide employment to a chunk of the Indian population since it is in these cities only

5. NATURE AND EXTENT OF EMPLOYMENT IN INDIA

5.1 INDIA EMPLOYED PERSONS

In India, the number of employed persons refers to the number of employed in public and organised private sectors. This page provides - India Employed Persons - actual values, historical data, forecast, chart, statistics, economic calendar and news. India Employed Persons - actual data, historical chart and calendar of releases - was last updated on November of 2017.

TABLE 5.1: INDIAN EMPLOYED PERSONS

Actual	Previous	Highest	Lowest	Dates	Unit	Frequency	
29650.00	28999.00	29650.00	17491.00	1971 - 2012	Thousand	Yearly	Volume, SA

Source: tradingeconomics.com international labour organisation

5.2 INDIA UNEMPLOYED PERSONS

In India, the number of unemployed persons refers to number of persons on the live register. Live Register is the systematic arrangement of Index Cards pertaining to applicants who are in need of employment assistance. This page provides - India Unemployed Persons - actual values, historical data, forecast, chart, statistics, economic calendar and news. India Unemployed Persons - actual data, historical chart and calendar of releases - was last updated on November of 2017.

TABLE 5.2: INDIA UNEMPLOYED PERSONS

Actual	Previous	Highest	Lowest	Dates	Unit	Frequency	
44.85	48.26	48.26	5.10	1971 - 2016	Million	Yearly	NSA

Source: tradingeconomics.com – international labour organisation

5.3 INDIA LABOUR FORCE PARTICIPATION

The labour force participation rates is the number of persons who are employed and unemployed but looking for a job divided by the total working-age population. This page provides - India Labour Force Participation Rate - actual values, historical data, forecast, chart, statistics, economic calendar and news. India Labour Force Participation Rate - actual data, historical chart and calendar of releases - was last updated on November of 2017.

TABLE 5.3: INDIA LABOUR FORCE PARTICIPATION RATE

Actual	Previous	Highest	Lowest	Dates	Unit	Frequency	
52.50	50.90	52.90	50.90	2011 - 2013	percent	Yearly	

Source: tradingeconomics.com – international labour organisation

5.4 INDIA POPULATION

The population of India represents 17.99 percent of the world’s total population which arguably means that one person in every 6 people on the planet is a resident of India. This page provides - India Population - actual values, historical data, forecast, chart, statistics, economic calendar and news. India Population - actual data, historical chart and calendar of releases - was last updated on November of 2017.

TABLE 5.4: INDIA POPULATION

Actual	Previous	Highest	Lowest	Dates	Unit	Frequency	
1299.00	1283.00	1299.00	359.00	1950 - 2016	Million	Yearly	

Source: tradingeconomics.com – international labour organisation

5.5 INDIA RETIREMENT AGE - WOMEN

This page provides - India Retirement Age Women - actual values, historical data, forecast, chart, statistics, economic calendar and news. India Retirement Age - Women - actual data, historical chart and calendar of releases - was last updated on November of 2017.

TABLE 5.5: INDIA RETIREMENT AGE - WOMEN

Actual	Previous	Highest	Lowest	Dates	Unit	Frequency	
60.00	60.00	60.00	60.00	2009 - 2017		Yearly	

Source: tradingeconomics.com – international labour organisation

5.6 INDIA RETIREMENT AGE - MEN

This page provides - India Retirement Age Men - actual values, historical data, forecast, chart, statistics, economic calendar and news. India Retirement Age - Men - actual data, historical chart and calendar of releases - was last updated on November of 2017.

TABLE 5.6: INDIA RETIREMENT AGE - MEN

Actual	Previous	Highest	Lowest	Dates	Unit	Frequency	
60.00	60.00	60.00	60.00	2009 - 2017		Yearly	

Source: tradingeconomics.com – international labour organisation

5.7 INDIA LIVING WAGE - FAMILY

Living Wage computations are based on the cost of living for a predefined food basket derived from the FAO database distinguishing 50 food groups with national food consumption patterns in per capita units, for housing and for transportation, with a margin for unexpected expenses. The data about prices of these items is collected through an online survey. Living Wage for a typical family refers to the family composition most common in the country at stake, calculated on the respective fertility rates. India Living Wage Family - actual data, historical chart and calendar of releases - was last updated on November of 2017.

TABLE 5.7: INDIA LIVING WAGE - FAMILY

Actual	Previous	Highest	Lowest	Dates	Unit	Frequency
17400.00	17500.00	17500.00	17300.00	2014 - 2017	INR/Month	yearly

Source: tradingeconomics.com – international labour organisation

5.8 INDIA LIVING WAGE – INDIVIDUAL

Living Wage computations are based on the cost of living for a predefined food basket derived from the FAO database distinguishing 50 food groups with national food consumption patterns in per capita units, for housing and for transportation, with a margin for unexpected expenses. The data about prices of these items is collected through an online survey. India Living Wage Individual - actual data, historical chart and calendar of releases - was last updated on November of 2017.

TABLE 5.8: INDIA LIVING WAGE INDIVIDUAL

Actual	Previous	Highest	Lowest	Dates	Unit	Frequency
11000.00	11000.00	11000.00	10300.00	2014 - 2017	INR/Month	yearly

Source: tradingeconomics.com – international labour organisation

5.9 INDIA AVERAGE DAILY WAGE RATE

In India, the Average Daily Wage Rate refers to the overall average wage that a worker gets per day in the manufacturing, mining and plantation sectors. Initially, Wage Rate Index Numbers were compiled for twelve selected manufacturing industries. However, during 1976, nine more industries were added to the list of industries for the compilation of index numbers. This page provides the latest reported value for - India Average Daily Real Wage Rate - plus previous releases, historical high and low, short-term forecast and long-term prediction, economic calendar, survey consensus and news. India Average Daily Wage Rate - actual data, historical chart and calendar of releases - was last updated on November of 2017.

TABLE 5.9: INDIA AVERAGE DAILY WAGE RATE

Actual	Previous	Highest	Lowest	Dates	Unit	Frequency
272.19	255.65	272.19	3.87	1965 - 2014	INR/Day	Yearly

Source: tradingeconomics.com – international labour organisation

5.10 INDIA WAGES HIGH SKILLED

High Skilled Wages refer to highest estimate of wage of workers doing high-skilled jobs, calculated from sample of wages collected by WageIndicator surveys. India Wages High Skilled - actual data, historical chart and calendar of releases - was last updated on November of 2017.

TABLE 5.10: INDIA WAGES HIGH SKILLED

Actual	Previous	Highest	Lowest	Dates	Unit	Frequency
44000.00	48100.00	48100.00	44000.00	2014 - 2017	INR/Month	yearly

Source: tradingeconomics.com –international labour organisation

5.11 INDIA WAGES LOW SKILLED

Low Skilled Wages refer to highest estimate of wage of workers doing low-skilled jobs, calculated from sample of wages collected by WageIndicator surveys. India Wages Low Skilled - actual data, historical chart and calendar of releases - was last updated on November of 2017.

TABLE 5.11: INDIA WAGES LOW SKILLED

Actual	Previous	Highest	Lowest	Dates	Unit	Frequency
10300.00	11900.00	13300.00	10300.00	2014 - 2017	INR/Month	yearly

Source: tradingeconomics.com –international labour organisation

6. EXHIBIT OF INDIAN EMPLOYMENT SCENARIO

The Indian employment scenario can be well understood from the exhibit presented in the study

TABLE 6.1: THE EXHIBIT OF INDIAN EMPLOYMENT SCENARIO

India Labour	Last	Previous	Highest	Lowest	Unit
Unemployment Rate	3.46	3.49	8.30	3.46	percent
Employed Persons	29650.00	28999.00	29650.00	17491.00	Thousand
Unemployed Persons	44.85	48.26	48.26	5.10	Million
Labour Force Participation Rate	52.50	50.90	52.90	50.90	percent
Population	1299.00	1283.00	1299.00	359.00	Million
Retirement Age Women	60.00	60.00	60.00	60.00	
Retirement Age Men	60.00	60.00	60.00	60.00	
Living Wage Family	17400.00	17500.00	17500.00	17300.00	INR/Month
Living Wage Individual	11000.00	11000.00	11000.00	10300.00	INR/Month
Wages	272.19	255.65	272.19	3.87	INR/Day
Wages High Skilled	44000.00	48100.00	48100.00	44000.00	INR/Month
Wages In Manufacturing	347.30	322.07	347.30	4.86	INR/Day
Wages Low Skilled	10300.00	11900.00	13300.00	10300.00	INR/Month
Youth Unemployment Rate	12.90	18.10	18.10	12.90	percent

Source: tradingeconomics.com –international labour organisation

6.1 UNEMPLOYMENT RATE IN INDIA

Unemployment Rate in India decreased to 3.46 percent in 2016 from 3.49 percent in 2015. Unemployment Rate in India averaged 4.08 percent from 1983 until 2016, reaching an all time high of 8.30 percent in 1983 and a record low of 3.46 percent in 2016.

CHART 6.1



Source: tradingeconomics.com –international labour organisation

6.2 EMPLOYED PERSONS

The number of employed persons in India increased to 29650 Thousand in 2012 from 28999 Thousand in 2011. Employed Persons in India averaged 25169.51 Thousand from 1971 until 2012, reaching an all time high of 29650 Thousand in 2012 and a record low of 17491 Thousand in 1971.

CHART 6.2



Source: tradingeconomics.com –international labour organisation

6.3 INDIA UNEMPLOYED PERSONS

The number of unemployed persons in India decreased to 44.85 Million in 2016 from 48.26 Million in 2014. Unemployed Persons in India averaged 30.60 Million from 1971 until 2016, reaching an all time high of 48.26 Million in 2014 and a record low of 5.10 Million in 1971.

CHART 6.3



Source: tradingeconomics.com –international labour organisation

6.4 LABOUR FORCE PARTICIPATION RATE

Labour Force Participation Rate in India increased to 52.50 percent in 2013 from 50.90 percent in 2012. Labour Force Participation Rate in India averaged 52.10 percent from 2011 until 2013, reaching an all time high of 52.90 percent in 2011 and a record low of 50.90 percent in 2012.

CHART 6.4



Source: tradingeconomics.com –international labour organisation

6.5 POPULATION

The total population in India was estimated at 1299.0 million people in 2016, according to the latest census figures. Looking back, in the year of 1950, India had a population of 359.0 million people.

CHART 6.5



Source: tradingeconomics.com –international labour organisation

6.6 RETIREMENT AGE WOMEN

Retirement Age Women in India remained unchanged at 60 in 2017 from 60 in 2016.

CHART 6.6



Source tradingeconomics.com –international labour organisation

6.7 RETIREMENT AGE MEN

Retirement Age Men in India remained unchanged at 60 in 2017 from 60 in 2016.

CHART 6.7

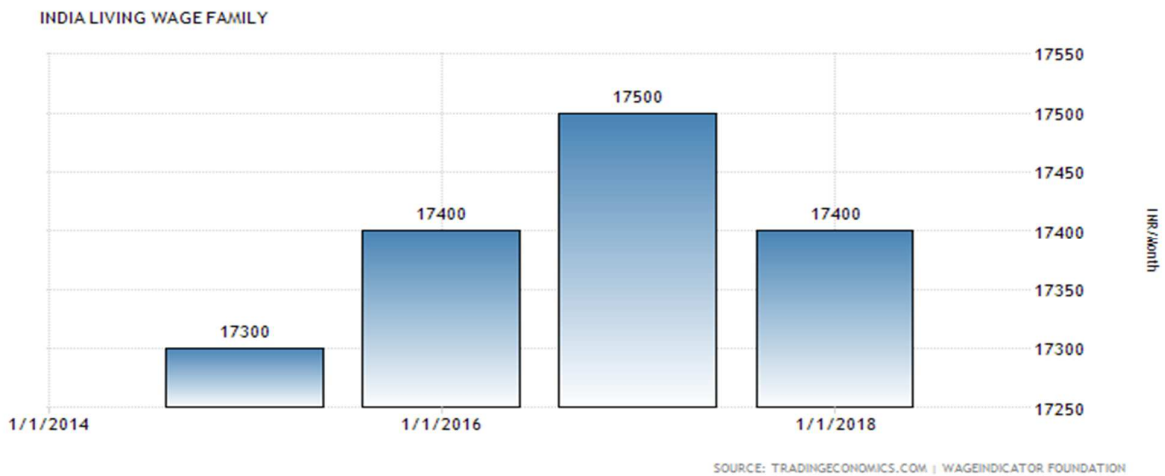


Source: tradingeconomics.com –international labour organisation

6.8 LIVING WAGE FAMILY

Living Wage Family in India decreased to 17400 INR/Month in 2017 from 17500 INR/Month in 2016. Living Wage Family in India averaged 17400 INR/Month from 2014 until 2017, reaching an all time high of 17500 INR/Month in 2016 and a record low of 17300 INR/Month in 2014.

CHART 6.8

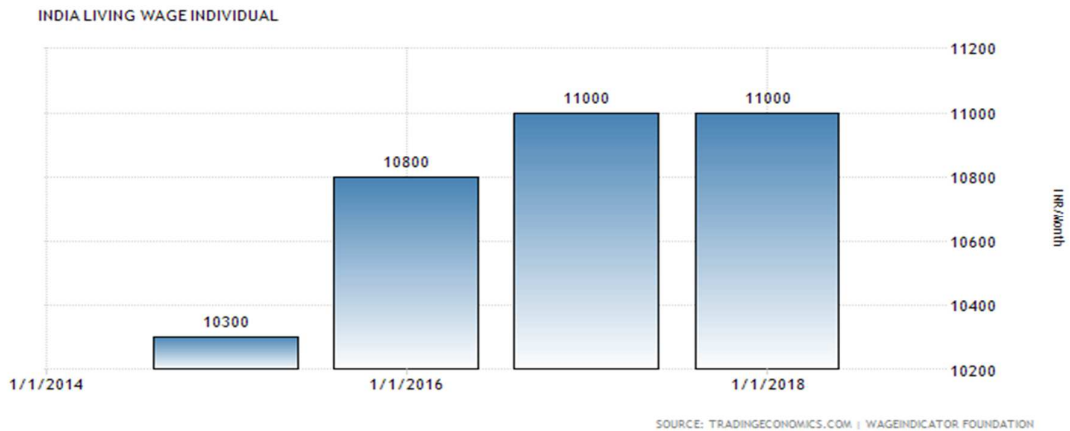


Source: tradingeconomics.com –international labour organisation

6.9 LIVING WAGE INDIVIDUAL

Living Wage Individual in India remained unchanged at 11000 INR/Month in 2017 from 11000 INR/Month in 2016. Living Wage Individual in India averaged 10775 INR/Month from 2014 until 2017, reaching an all time high of 11000 INR/Month in 2016 and a record low of 10300 INR/Month in 2014.

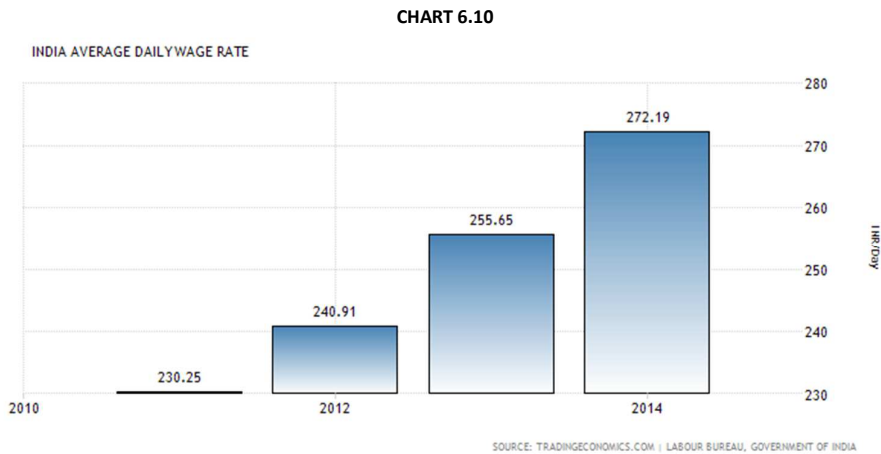
CHART 6.9



Source: tradingeconomics.com –international labour organisation

6.10 WAGES

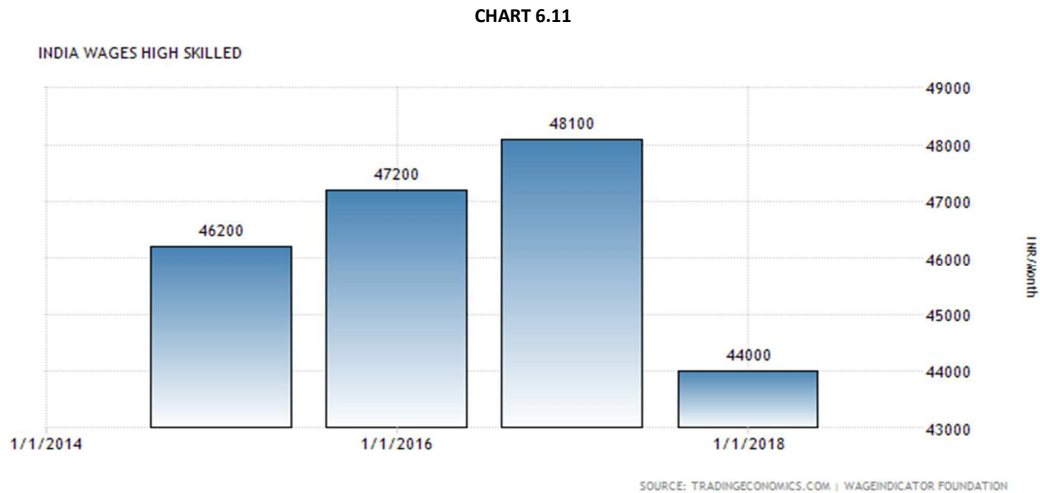
Wages in India increased to 272.19 INR/Day in 2014 from 255.65 INR/Day in 2013. Wages in India averaged 146.00 INR/Day from 1965 until 2014, reaching an all time high of 272.19 INR/Day in 2014 and a record low of 3.87 INR/Day in 1965.



Source: tradingeconomics.com –international labour organisation

6.11 WAGES HIGH SKILLED

Wages High Skilled in India decreased to 44000 INR/Month in 2017 from 48100 INR/Month in 2016. Wages High Skilled in India averaged 46375 INR/Month from 2014 until 2017, reaching an all time high of 48100 INR/Month in 2016 and a record low of 44000 INR/Month in 2017.



Source: tradingeconomics.com –international labour organisation

6.12 WAGES IN MANUFACTURING

Wages In Manufacturing in India increased to 347.30 INR/Day in 2014 from 322.07 INR/Day in 2013. Wages In Manufacturing in India averaged 183.78 INR/Day from 1965 until 2014, reaching an all time high of 347.30 INR/Day in 2014 and a record low of 4.86 INR/Day in 1965.



Source: tradingeconomics.com –international labour organisation

6.13 WAGES LOW SKILLED

Wages Low Skilled in India decreased to 10300 INR/Month in 2017 from 11900 INR/Month in 2016. Wages Low Skilled in India averaged 11625 INR/Month from 2014 until 2017, reaching an all time high of 13300 INR/Month in 2014 and a record low of 10300 INR/Month in 2017.

6.14 YOUTH EMPLOYMENT RATE

Youth Unemployment Rate in India decreased to 12.90 percent in 2013 from 18.10 percent in 2012. Youth Unemployment Rate in India averaged 15.50 percent from 2012 until 2013, reaching an all time high of 18.10 percent in 2012 and a record low of 12.90 percent in 2013.

FIG. 6.13



Source: tradingeconomics.com –international labour organisation

7. IMPACT OF GLOBALISATION ON INDIAN EMPLOYMENT SCENARIO

Globalization has had a huge impact on Indian economy. Globalization affected the Indian economy both positively and negatively.

India's economy opened up during the early nineties. The policy measures on the domestic front demanded that there was a requirement of multinational organizations to set up their offices here. The market became more open and the economy started responding to the external (global) market. The direct impact of globalization was directly seen on the GDP of the country, which increased significantly. The liberalization of the Indian economy along with globalization helped the country to step up its GDP growth rate considerably. The GDP growth rate picked up instantly from 5.6 percent in 1990-91 to 77.8 percent in 1996-97. Since then the growth rate did manage to slump down due to drought and other factors but the country still managed to survive in the rat race and maintained a GDP growth of about 5 to 6 percent.

The globalisation and the liberalisation process brought about impact on employment in India, which are featured in this study as under:

- **Decline in the growth of employment** and increase in the unemployment rate. This is because of the neglect of agriculture and shedding of excess employment in the public sector and not filling up vacancies created out of retirement or by imposing ban on recruitment of public sector employees
- **Insufficient increase in employment in non-agriculture sector** to compensate the fall in employment in agriculture
- **Changes in workforce in category of employment.** An important feature is the sharp increase in the number of jobs created at regular salaried wage, having a direct effect of the expansion of manufacturing and service sectors. It also gave rise to self-employment opportunities.
- **Increase in employment opportunities in new industries** such as outsourcing industries. The other categories of jobs include accounting, mortgage collections, advisory services for mutual funds, marketing of products including health care and insurance
- **Globalisation has also encouraged the inflow of foreign direct investments** in various sectors in India which has considerably increased employment opportunities in India
- **Decline in employment growth in organised sector.** The reason for this is the decline in employment in public sector units. While the employment in the private sector increased at a higher rate, it was insufficient to offset the decline in employment in the public sector which had an impact on the employment growth in the organised sector.
- **The process of globalisation has accelerated the process of exploitation of labour.** The problems of unemployment, casual labour, lower-wages, part-time jobs and lesser job security have manifested themselves at a greater degree in the recent years.
- Downsizing of employment- Because of global competition, many companies have tried to cut down the cost by resorting to downsizing employees by introducing voluntary retirement scheme (VRS).
- Further the new economic policy led to the closure of many Indian companies both in the organised and unorganised sector.

8. STRATEGIC MEASURES FOR EMPLOYMENT GENERATION IN INDIA

The government shall adopt certain strategic measures to generate employment thereby reducing the unemployment rate like

- Creating more employment opportunities to absorb the net addition of the labour force.
- Improving the quality of existing employment in several sectors so that real wages rise through improved productivity
- Organising supplementary programmes towards providing employment, particularly to poor people who do not possess the necessary skills
- Special schemes operation flood, fishery project, block-level planning shall be introduced which will help in generating large employment opportunities
- Measures shall be taken to identify gaps in the supply of labour for providing training to make available the skills that are in short supply.
- Vocational training has lost much of its focus and therefore efforts must be taken to increase the vocational centres of education
- India's labour laws are widely regarded too rigid and hence labour reforms should be in such a way it does not go against interest of labour. At the same time, firms need to be given larger flexibility in dealing with labour. Such reforms in Labour laws can generate more employment and higher earnings per employee
- Promotion of self-employment for the rural poor is an important element in the overall employment strategy in addition to the existing programmes like AWAHAR GRAM SAMRIDHI YOJANA (JGSY), National Old Age Pension Scheme (NOAPS), National Family Benefit Scheme (NFBS) National Maternity Benefit Scheme. ANNAPURNA. Integrated Rural Development Program (IRDP) PRADHAN MANTRI GRAMINA AWAAS YOJANA. National Rural Employment Guarantee Act (NREGA)
- By encouraging import-substitution in the domestic market
- By focussing on the criterion of high-productivity-high-wage-jobs
- succeed in "Make in India" campaign by manufacturing for global markets

9. CONCLUSION

From the above discussion, the researcher concludes that there is a need to shift resources from programmes perceived to be less effective to those perceived more effective. Further, it is only through a massive effort at employment criterion and decent conditions of work for all sections of population and at all locations that a fair redistribution of benefits from growth can be achieved. However, this is quite difficult a task measures have to be taken to create employment on a sustainable basis

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