

# **INTERNATIONAL BENEVOLENT RESEARCH FOUNDATION (IBRF)**

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## **Action Plan for Employment Generation Envisaged by the IBRF**

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## Action Plan for Employment Generation by the International Benevolent Research Foundation (IBRF)

The generation of productive and adequately remunerated employment is an indispensable component in the fight against poverty. While this task presents a major challenge for all the States and the UTs in India, it is by no means an insurmountable one. However, success depends on a number of key factors. It requires first and foremost, a restoration of higher and more stable rates of economic growth. But this will not be sufficient. It also requires that supporting policies and programmes be put in place to deliberately stimulate employment in all sectors of the economy which hold the greatest promise for employment and income generation on one hand, and on the other, the implementation of strategies which can, among other things, improve the access of all groups to education and training and income generating activities in a sustainable manner.

### MASTER PLAN OF THE INTERNATIONAL BENEVOLENT RESEARCH FOUNDATION (IBRF) REGARDING EMPLOYMENT GENERATION

The task of employment generation requires concerted action by several ministries and departments of government both at the national as well as the state level. But it is not a task for governments alone. Employers' and workers' organizations, as well as other members of civil society must play an increasingly active role in the process. The support of the international community is also critical, not only in terms of resource flows, but in changing the rules of international economic systems in favour of poor producers and consumers. Let us know the present state of affairs regarding creation of employment opportunities :

1. Many labour market mechanisms and patterns are closely associated with poverty and give insights into the pattern and intensity of poverty and into the factors concentrating it among particular groups. Labour market policies, as well as those related to employment, labour institutions, social protection and human resource development must therefore be given prominence in poverty eradication strategies.

2. In attempting to analyze the labour market situation in the Indian Subcontinent and its impact on poverty, a distinction may be made between poverty due to exclusion from access to jobs and poverty associated with the nature of employment and the levels of income which it generates. Exclusion from regular income opportunities appears as open unemployment or as marginality in one form or another. But it can also be hidden, if particular groups do not appear on the labour market, because their opportunities are limited, as is often true of women and persons with disabilities. The degree to which labour market exclusion is directly linked to poverty depends on the extent to which state or community safety nets or family support systems exist or whether it affects particular members of households like younger persons where there is another income source.

3. Exclusion may also operate within the labour market with respect to constraints on access to the more desirable jobs, or sectors. This may give rise to poverty because of the emergence of labour market segments in which jobs are irregular, insecure and low paid. These characteristics lead to poverty which then persists because individuals are trapped in these segments. Mobility between different segments is difficult, because of the credentials,

contacts, capital or skills required to move up. Thus many groups are excluded from regular, protected jobs. So entry to low-end jobs virtually precludes subsequent career development. Because of the insecure and irregular nature of the work, workers in these segments are also particularly vulnerable to unemployment. These patterns show up in the casualization of employment relationships, in marginal self-employment and in various types of unprotected wage employment.

4. At the other extreme, there is the phenomenon of overemployment i.e. excessive work, because low productivity or low wages imply that very long hours have to be worked to achieve a subsistence income. This is the most frequent situation of the poor which cause them to be classified as working poor. Overemployment also involves labour force participation by groups for which it is undesirable, child labour for example, with subsequent consequences for personal development or health.

5. The way in which these relationships affect poverty depends on at least two additional factors. First, labour market outcomes usually refer to individuals, and the link with poverty depends on the pattern of earning, dependency and distribution in the income-sharing unit. Larger households with single earners are more vulnerable to poverty regardless of labour market characteristics. Also within the household, income may not be equitably shared. Secondly, relative deprivation may be closely related to labour market patterns: labour market inequality may be a primary element in felt deprivation, as some attain social integration and regular income through the market, while others survive in casual, precarious employment. If poverty is defined in relation to what societies regard as decent minima for all their citizens, then the labour market situation is likely to be an important element in the definition of poverty and, as indicated above, labour market policies a fundamental means of combating poverty.

6. Economic conditions overall and employment conditions in particular have deteriorated in India, as a consequence of, inter alia, the debt crises, declining commodity prices, and subsequent stabilization and adjustment problems. This has contributed to the increase in the extent and severity of poverty observed in a number of States in India. The broad issues to be detailed here relate to unemployment and underemployment, informalization and casualization of labour, and low wage and income levels. Issues related to the particular situation of women, youth, the disabled, and working children are highlighted. Finally, the issue of HIV/AIDS in the workplace is also raised. The discussion necessarily touches on the respective roles of the Central and the State Governments, trade unions and employers' organizations and other members of a civil society. As would be expected, the issues raised have varying degrees of relevance. However, they have been selected because they represent some of the most serious labour market problems confronting the in the Indian subcontinent and they have adverse effects, thereby contributing to poverty.

7. Unemployment remains a seemingly intractable problem for India. Unemployment rates have been high historically because of a complex of both internal and external factors. Crucial factors have been the small size and structure (industrial specialization) and openness of most of these economies, which render them highly vulnerable to external shocks. The volume of employment generated has been insufficient generally to keep pace with continuing increases in the labour force resulting from population pressure. At the same

time, investments in education and training systems, often unrelated to national labour market needs, have not produced the desired results, thereby reducing labour market access for some, while leaving critical skill requirements unfilled.

8. But, given the ease of entry and minimal start-up capital required, the informal sector has also attracted other groups in the recent past, as a number of skilled, formal sector employees have started to operate informal sector businesses, as secondary activities to supplement their incomes. Some persons have quit their jobs in the formal sector to undertake activities in the informal sector which offers them better remuneration. Additionally, the process of industrial restructuring in the formal sector has resulted in a greater decentralization of production through subcontracting. The pressure to reduce costs and to find more flexible production methods implies that fewer jobs are being created in large-scale modern enterprises and that an increasing number of operations are carried out by subcontractors in small and micro-enterprises, many in the informal sector. Some of these activities are economically viable, and provide higher incomes than in the formal sector. The poverty eradication strategy must include efforts to fully exploit the potential of these more dynamic components of the sector, while simultaneously reducing the sponge components.

9. There have been concerns about the increased incidence of part-time and temporary jobs and contract and home work. While some of this development may be voluntary, reflecting personal preference, much of it appears to be involuntary. The concerns arise because persons who work under these types of arrangements have limited, if any, social protection in the form of wage protection, employment security, health or pension benefits, which increases their vulnerability and in some cases makes their situation very precarious, with obvious links to poverty.

10. In order to target policies to the most vulnerable, it is important to identify the groups which are in a particularly disadvantaged position in the labour market. Such disadvantage relates to gaining labour market access and hence getting work; and once in the labour market, in finding work with reasonable remuneration and security, acceptable working conditions and opportunities for upward mobility. The position of three traditionally disadvantaged groups in the sub-region, namely, women, youth, and persons with disability, as well as a newly emerging one, working children needs to be studied. This does not imply that other groups are not important in poverty eradication strategies. Neither does it imply that the selected groups are homogenous in terms of their poverty status, for while virtually all face various forms of inequality and discrimination, not all members are poor. The situation of these groups is typically influenced by a complex of factors including macro-economic and labour market conditions and policies; labour market institutions; availability of social safety nets; family structure and the strength of the extended family; levels of education and human capital; degree of formalization of the labour market and the size of the informal sector; size of government and its ability to fund labour market programmes and enforce labour laws and regulations.

11. While women are not a minority group and are extremely heterogeneous with respect to poverty, they warrant designation as a target group with respect to poverty eradication strategies. Higher proportions of the poor are found among the unemployed, the very young, indigenous people, the new poor, youth and the rural population, and that women profile

highest in many of these categories. Research findings reveal that single female-headed households rank high among those household groups living in poverty. However female-headed households should not be considered as being synonymous with poor households. Women's access to and ownership of land, capital and productive resources are less than men's, their earning levels are lower, while their unemployment levels are higher. Women's economic empowerment is therefore critical to any effort aimed at eradicating poverty. Moreover, women tend to have more socially positive expenditure patterns regarding overall household welfare and its distribution among household members resulting in better health, education, nutrition, and clothing. Assuming the same holds true, then acting to improve the situation of women in the labour market will have a positive impact on the status of women equity in the society, the welfare of households and the improvement of human development in the sub-region.

12. The position of women in the labour market, and their exclusion from it, must be examined within both the historical and current socio-economic contexts. The historical role of women as labourers in the sub-region should not be forgotten. Hence, their entry into the labour force is not new; and in fact women have had high participation rates in many States of the subcontinent for decades. Despite this reality, the position of women in the labour market has been vulnerable, less protected, less secure, less valued than that of men. This vulnerability appears to have been increased by structural adjustment and stabilization processes. Although, to date, no comprehensive study has been done on the precise gender impact of such processes, preliminary research suggests that they have imposed a heavy burden on women, not only with respect to their productive roles as reflected in unemployment, increased informal sector activity, and multiple jobs, decline in real income, but also with respect to their reproductive roles. With the declining role of governments in the economy, there have been cutbacks on public services such as health and education. As the role of care provision for children and the elderly tends to fall on women, they have had to spend more of their earnings on previously subsidized services or face greater demands on their time in order to provide these services themselves. For poor women, they have no choice but to increase their only productive resource, their labour, in performing both productive and reproductive tasks. These developments appear then to have exacerbated the already vulnerable position of women in the labour market.

13. Women continue to have the primary responsibility for child-rearing, food preparation, household cleaning, shopping and other aspects of family care. Child-care services remain below demand levels. Many of those in existence inadequately respond to the needs of working parents in terms of their hours of operation and their location. The inadequacy of support services puts working women under extreme pressures, and even discourages some from entering or remaining in the labour market. The location of job opportunities and the limited transportation services in India increase the pressures. In many cases, a woman may be compelled to trade off her time with the family for the financial security that an inconveniently located job can provide. In other cases, women vendors, for example, are forced to work with their children at their sides.

14. As with other socio-economic groups, open unemployment rates alone do not fully reflect the nature and magnitude of the employment problem of women. There is also disguised unemployment, as women who wish to work are unable to do so because of limited availability of and access to adequate child care and other family support facilities. These

include cultural/religious factors and traditional values about the role of women in the society which is a fairly ethnically and racially diverse one, as well as the presence of a fairly large agricultural sector where women's economic participation tends to be largely undercounted either because of a definitional issue related to the concept and measurement of work, or because of the perception of women themselves about their economic status vis a vis that of men in this sector. The low participation rate, together with the migrant/refugee problems, in part explain why, despite relatively low open unemployment and visible underemployment rates, the incidence of poverty is among the highest in the sub region.

15. Labour market statistics also do not reflect the actual extent of women's economic contribution, which remains undervalued everywhere. Much of women's work, such as in subsistence production, the informal sector, domestic and household labour and related production remains invisible and is therefore not targeted for policy assistance.

16. Both men and women have suffered the consequences of downsizing, enterprise closures, staff reductions through terminations, layoffs and a lack of recruitment opportunities. The extent to which a disproportionate burden has fallen on either sex is difficult to assess without the adequate gender sensitive data. With respect to hours worked, statistics show that a higher percentage of women are found working shorter hours in their formal employment than men. The extent to which this pattern reflects choice or is imposed is not revealed by the figures.

17. Given the inadequate formal employment opportunities and wage levels, and despite constraints, women are increasingly seeking or falling into income generation through other activities such as micro and small businesses and to a lesser extent entrepreneurship. Women, especially poor women, face particular difficulties in this area due to their lack of property ownership, primary family and household responsibilities, inadequate transportation, time constraints, inadequate education or skill base, lack of self confidence and declining levels of support from family and community members.

18. High unemployment and underemployment levels and low wage rates and income levels among women is of great welfare significance in this subregion, since many women are primary workers with strong and continuous attachment to the labour market, a high percentage of them are heads of households, and even where they are not characterized as household heads, household income and welfare is very much dependent on their contribution.

19. Youth unemployment stems, in part, from the problems which they face in accessing the labour market, related to inappropriate education and training, low skill levels, lack of work experience, absence of vocational guidance and counselling, the absence of well-functioning job placement mechanisms and inadequate demand. Their situation has been exacerbated by the cutbacks in social expenditure, especially on education in India, which have left public schools less equipped to perform their traditional functions, and even less capable of preparing students to adapt to the changes taking place in the job market. When this is combined with challenges faced by students like high costs for meals, transportation, books and other supplies, the result is that many students are leaving school even less equipped to enter employment, or to participate effectively in further education or training. At the same

time, successful graduates of secondary schools and universities face difficulty in finding employment, thereby adding to their frustration.

20. Youth unemployment has become couched in a new context, that presented by the growing globalization of labour markets and the increased flexibility of labour market relations with traditional patterns of school-work-retirement giving way to more varied patterns. It is important to examine how such developments have influenced, or will influence, either directly or indirectly, the recruitment practices of employers and enterprises in relation to young persons and have impacted or will impact on their job entry and training experiences. It is also necessary to assess the extent to which, once employed, their relative lack of experience have made them particularly vulnerable to the kinds of precariousness.

21. The problem of youth unemployment is a particularly worrisome and sensitive socio-economic one for the sub-region, with potentially undesirable consequences for society and young people. One such consequence has been the emergence of a large and growing group of young persons who are becoming increasingly detached from the economic and social mainstream.

22. The situation of male youth is of significant concern, requiring specific interventions. Attention has been drawn to the difficulty which many face in finding employment because they leave school with very few skills. With only limited opportunities, many succumb to pressure to be involved in gangs, drugs and criminal activities.

23. The situation of young women is also of specific concern. They are at even greater disadvantage in the labour market than male youth, this greater vulnerability arising from the combined effect of age and sex. As youth, they face the particular constraints that young persons have in accessing the labour market, which were mentioned above. As women, they face the challenges associated with their double burden. The result is that they are at even greater risk with respect to poverty, with teenage mothers facing the greatest risk. Given that this age group is the most fertile, and given the relationship between poverty and fertility, the increase in poverty could put unwanted pressure on fertility levels. The consequences of higher fertility levels for both individuals and societies would be enormous in India, and would serve to reinforce poverty. Specific strategies must be directed at this group, and must include those aimed at empowering them through among other things, improving their access to quality education and training, thereby facilitating their fuller integration in the job market and into productive and remunerative wage or self employment opportunities. As is the case for other groups and as will be discussed later, these strategies will need to be supplemented by demand-side approaches which stress a more direct and explicit approach to employment generation.

24. There are important links between disability and poverty; on average, disabled persons are poorer, although there is even less empirical evidence on this than for other groups. The linkage is bi-directional. Poverty helps cause disability, to the extent that it is more likely that poor households are not able to provide mothers, their unborn and children with appropriate nourishment to ensure healthy and strong children. It has been estimated that

twenty-two per cent of causes of all disabilities result from lack of adequate nutrition of mothers and children. Additionally, it is more likely that poor households do not have access to health care systems nor the knowledge to detect a disability at an early stage so that individuals with disability can enjoy the highest level of functioning and independence later on in life. Disability thus helps cause poverty for families with a disabled member unless income transfers or other assistance is received. However, as with other vulnerable groups, disabled persons are a very heterogeneous group. While poorer on average, there is much variation in their situation. Thus, as with other groups, it is important to keep this heterogeneity in mind to avoid stereotyping and labelling, and to devise appropriate targeted policies.

25. One option being pursued increasingly by a number of disabled youth and adults, who want to work and earn an income is self-employment. Despite problems being encountered, such self-employment initiatives appear to be an effective means for some to earn a livelihood. Policies designed to promote the development of small and micro-enterprises therefore must address the specific needs of disabled persons. The main emphasis of all policies has to be on integrating disabled persons into education and training activities and subsequently into the labour market with efforts made to enable them to work along-side non-disabled persons, rather than emphasizing separate workshops barring the severely disabled persons.

26. Other options also have to be given consideration to ease the integration of disabled youth and adults into the labour market. These include on the job training, supported employment, and semi-sheltered employment.

27. The issue of child labour is one which is attracting increased attention in the sub region, mainly because of the more visible presence of street children. While limited information is available on its incidence, the phenomenon nevertheless appears to be growing in significance and hence needs to be addressed. The apparent growth is not surprising given the rise in poverty, since poverty is considered to be the single greatest force which influences child labour not only by forcing many children to work for their own survival, but also by making it nearly impossible for families to invest in alternative activities such as education. The acute need of poor households to keep many family members working to ensure income security impedes investing in their children's education. In this regard, it is often asserted that poverty and child economic participation are mutually reinforcing, with poverty generating child labour and child labour perpetuating poverty.

28. In an ILO study in India for example, it was found that female-headed households, especially those with single female heads, are most likely to have working children. The likelihood of children working declines with the increase in the educational level of the head of household. Parents considered that their child's work was very important for supplementing the household income. Given the high incidence of poverty in some, the large proportion of female-headed and single-parent households, among other factors, and even discounting for cultural differences, these findings suggest cause for some concern.

29. In assessing the magnitude of the problem, a distinction may be made between child labour and child work. The former is concerned with certain types of unacceptable work in industries and occupations that are hazardous and/or exploitative work in mines or heavy industry; and work done by especially young children less than 12 years old which precludes school. The latter consists of all other labour force activity and could be extended to include non-labour force work such as housework and child-care. Not only do children spend considerable time in these activities but, their positive and negative aspects are gender-related. Young girls are known to spend much more time on these activities as compared with young boys. Indeed, young girls are often responsible for the care of infants and siblings. In poor households, especially, girls are often the main caregivers because their mothers need to earn money for family survival. However, household work and child-care should be considered as child labour when it prevents girls from attending school and/or gaining useful market and income-related skills.

30. Infection with the Human Immunodeficiency Virus (HIV) and the acquired immunodeficiency syndrome (AIDS) represents a significant regional problem with broad social, cultural, economic, political, ethical and legal dimensions and impact.

31. Economic impoverishment may come before sickness sets in, when employers, coworkers or clients learn of the HIV virus and the infected person loses his or her job or loses the chance of getting a job. In the workplace, fear generated by AIDS may account for an increasingly irrational behavior towards those infected or suspected of being infected. But the reasons behind a dismissal or refusal to hire may also be economic, involving the additional costs of future responsibility for a worker who has AIDS or who is likely to contract the disease. The reasons can also include the apprehension that work colleagues feel about an infected worker or the desire to protect the image of an enterprise against clients who harbour prejudices.

32. The rights of HIV positive persons or persons with AIDS, especially in the labour and employment field, need to be protected. This is not only a moral imperative, but a public health principle: discrimination and stigmatization drive infected people away from the income, support, care, and information they need, thus encouraging the spread of the infection and increasing the likelihood of their fall into poverty.

33. Thus, there is a need to ensure that HIV/AIDS infected persons are sheltered from discriminatory practices in employment. Information campaigns as well as affirmative strategies aimed specifically at preventing and counteracting discriminatory practices are necessary as shown by experiences elsewhere.

34. The developments, outlined above, have taken place against a growing trend of technological change and integration of the world economy through trade and investment flows, which will no doubt continue. The creation of a global market offers the potential for achieving higher growth of output and employment worldwide but is also a source of growing dislocation and insecurity. Indeed, there is growing anxiety over the job destroying effects of new technologies, the speed of information flows and the risks of job loss and job relocation in the wake of intensifying competitive pressures. It is therefore imperative to translate the

potential benefits of rapid technological change and globalization into reality and to distribute these benefits widely.

**35.** The impact and implications of technological change for men and women are likely to be different. In industry and services, there could be at least three differences. One, employment opportunities for women could increase where technology makes possible greater out-sourcing and sub-contracting. This has happened in industries ranging from printing and publishing to clothing and footwear both within and across the country. Telework, electronic homework, offshore data processing and office administration services are other possibilities. On the other hand, automation and advances in robotics makes technological unemployment a possibility for women, although probably less so than for men.

Two, the skill and job structure will continue to change with the introduction of modern technologies in industrial enterprises. There is a trend towards skill polarization, with the elite of technically-skilled, polyvalent, high status specialist workers coupled with a larger mass of technically, semi-skilled, flexible casual workers requiring minor training. Women are much more likely than men to be found in the latter group. Since little training or on-the-job learning and experience is required, employers are able to resort to using temporary workers, to job rotation or to expanding the number of tasks associated with a job. This breeds job insecurity as well as income and employment insecurity.

Three, technological innovations imply changing skill requirements, and it is here where women could be displaced by men. Because women tend to be concentrated in a small number of lower-skilled, labour-intensive jobs, they are usually disproportionately vulnerable to the quantitative and qualitative impact of technological change.

**36.** On the supply-side, the demographic pressure on labour supply is likely to continue, as projections indicate that the working age population will increase significantly up to the year 2020. Barring any significant changes in labour force participation, which are unlikely, this will translate into continuing increases in the labour force. More fundamentally, given the links between population issues and the crucial relationships which underlie poverty, increased attention will have to be given to the design and implementation of population policies.

**37.** The extent to which emigration will continue to provide a safety-valve in easing population and labour force pressure will be influenced by the immigration policies. Some movement is already taking place with respect to certain types of unskilled/manual labour, for specific skills in the professional and technical levels and in the sphere of arts and culture, and this should be greatly facilitated by the appropriate changes in immigration/work permit requirements for some of these categories. Beyond this, any significant and immediate change in the flow is likely to be constrained by limited employment opportunities currently available within most of the States and UTs in the subcontinent.

**38.** The ageing of the population will continue to impact on societies within the region, and specifically on their labour markets. This will generate opportunities by creating additional

demand for goods and services required by the aged. But it will also pose challenges. The welfare of the elderly has been severely affected by the weakening of traditional family support, inability to provide for their upkeep due to inflationary trends, absence of pensions/social security benefits and costly medical care. Many will need to keep working to support themselves. Over time, the full impact of some of the casualization of employment mentioned earlier will be felt, as even more persons will reach “retirement age” without provision for their upkeep. Retirement policy in India will therefore need to be reviewed to take account of the interplay of several factors including skill shortages and the extent of youth unemployment, as well as considerations relating to the cost and method(s) of financing old-age pension schemes in order to ensure an adequate standard of living for the growing elderly population.

39. The situation of older women is, and will be, of particular concern, since with their higher life-expectancy, they are outliving men. However, few women have pension rights either from occupational or community status, and few can depend on widows pensions. This means that the majority of women are potentially dependent in old-age on their offspring. Women’s need for security and the lack of it from their occupational roles has important demographic implications and also calls attention to the need to review the laws and practices relating to social security schemes.

40. Increasing urbanization in India will continue to place pressure on the labour markets of cities. It will also add to problems related to the provision of education facilities and housing and transportation, and waste disposal, and water and power supply. Indeed, the inability to cope with these problems has already led to the increase in squatter settlements, thereby aggravating the poverty situation. The concentration of many unemployed youth in the urban areas has also contributed to the rising crime situation in urban areas. Efforts will therefore need to be intensified to reverse the rural/urban movement, which will need to involve more balanced regional development, with an emphasis both on agricultural and on rural non-farm employment. Within this context, there is need to address the critical issues of land tenure and ownership. This emphasis appears warranted in light of the high proportion of the poor in rural areas, and the need therefore to generate more income-earning opportunities for both men and women.

41. Policies are complementary and not alternatives. Micro-interventions will be needed to raise labour capability and access, but these will be ineffective without a good macro-economic strategy that generates adequate labour demand. Similarly, programmes designed to directly reduce poverty in particular target groups can contribute to successful structural change in the distribution of assets and opportunities; but structural change may be itself necessary for targeted interventions to have more than marginal effects. There is therefore need for multi-dimensional and integrated approaches including policy reform, institutional development and direct interventions.

42. National action against poverty is essential but the financial capacity for action in India is tightly constrained. International support is also needed, not only in terms of resource flows, but also by changing the rules of international economic systems in favour of poor producers and consumers.

43. There is an indispensable role for the State in the redistribution of incomes and the reduction of poverty. Yet actions by the State alone will be insufficient. There is need for strategic alliances at the national level, involving the State, the private sector, trade unions, community-based organizations, other NGOs, and members of the civil society for promoting employment and combating poverty.

44. There is a crucial role for pressure groups and organizations of the poor in influencing priorities, forging alliances and sustaining results.

45. One major priority in reversing the deterioration in labour market conditions which has occurred, is to restore higher and more stable rates of growth. High economic growth and financial stability provide the only pre-conditions for a sufficiently high rate of productive employment. However, most States and UTs of the subcontinent still face considerable challenges in implementing economic reforms in order to move towards more open and market-oriented economies. Successfully implemented and enforced by appropriate programmes and policies, such reforms should lead to higher growth and an increased pace of productive job creation. Experience elsewhere suggests that successful reform has to be the cornerstone of efforts to put developing economies firmly on the path to achieving full employment.

46. Pursuing the coordination of macroeconomic policies so that they are mutually reinforcing and conducive to broad-based economic growth and sustainable development, as well as to substantial increases in productive employment”.

47. However, as the experience in the India, as elsewhere, has shown, there is a high social cost associated with the reform process. Jobs in uncompetitive activities, which may be high status jobs are likely to be destroyed faster than new jobs, which may be worse paid, can be created in competitive sectors. For India, the costs and the adjustment period have proved to be much more painful and prolonged than at first expected. There is therefore need for a balanced and sustainable approach to be adopted in the move towards economic liberalization and any resulting labour force restructuring so as to mitigate any worsening of unemployment and poverty. The pace of progress towards market reform will vary from State to State, but experience shows that earlier success can be achieved where there is a high degree of social consensus.

48. While market reforms are essential for sustainable employment growth and poverty alleviation, they will not be sufficient. It is necessary for supporting policies and programmes to be designed. Such policies and programmes include those geared towards developing, among other things, access to education, especially at the primary level, and to training at all stages, rural infrastructure, especially transport and communications, credit schemes, extension services and public works programmes. Outside the rural sector, programmes to promote the growth of labour-intensive small enterprises are also important. These need to be extended to micro-enterprises and selfemployment activities in the informal sector. Programmes to take children out of work and into training and education and to create employment opportunities for their parents also need to be developed. Programmes are also needed to assist women, and other vulnerable groups to overcome the barriers preventing

them from finding productive and freely-chosen employment. In addition, the capacity to design and implement programmes to compensate for the adverse effects of economic reform and structural adjustment programmes needs to be strengthened.

49. In light of its specific economic, social and cultural characteristics, endowments and circumstances India must find its own path to the creation of productive and remunerative jobs in full respect of the basic rights of workers. But, whatever path is taken, there is need to put the issue of the generation of productive and remunerative employment at the centre of national strategies and policies. The adoption of this approach would represent a significant departure from current practice since they tend to treat the issue of employment generation in a subsidiary manner. Employment is expected to follow growth, but as pointed out earlier, this has not been the experience, as employment generation has been persistently weak, certainly too weak to cope with continued labour force growth as well as to reduce the existing pool of unemployed and the share of low productivity jobs which is necessary for poverty eradication.

50. There also seems to be a perception on the part of many policymakers that acting on the supply side only, through education, training, health and physical infrastructure together with income transfer and nutritional support to the poor will be sufficient to relieve poverty in a sustainable manner. While these actions are, of course, indispensable to the poverty eradication efforts, they nevertheless need to be supplemented by efforts on the demand side to revitalize the cycle of production, income and investment. This involves examining the conditions under which various underproductive sectors can be revitalized to contribute both to production and to employment and income generation which in turn can increase the internal demand and generate a cycle of investment and production. This represents the only sustainable means in the medium to long-term for creating opportunities for quality employment and for enabling the poor to gain access to services beyond the minimum provided through safety-net programmes.

51. Promoting patterns of economic growth that maximize employment creation requires: (a) encouraging, as appropriate, labour-intensive investments in economic and social infrastructure; (b) promoting technological innovations and industrial policies that have the potential to stimulate short-term and long-term employment creation and considering their impact on vulnerable and disadvantaged groups.

52. India will need to adopt deliberate policies to enhance productivity and employment opportunities in sectors which hold most promise for employment and income-generation in both traditional and non-traditional areas. The particular areas with potential for growth and employment will vary from State to State, but specific mention may be made of rural farm and non-farm production, including animal husbandry, forestry, fisheries, agro processing; the conservation and management of natural resources, promotion of alternative livelihoods in fragile eco-systems, rehabilitation and regeneration of critically affected and vulnerable land areas and natural resources; economic and social infrastructure in both rural and urban areas. There is also scope to exploit the potential of activities related to information technology and sports, culture and entertainment. There are several community-based initiatives which are ongoing in several States and UTs in India which are illustrative of the

types of potential which currently exists in the subregion which can provide a basis for future action.

53. What will be critical is for India to recognize the linkage between poverty eradication and the broader production and employment generation capability of its economy and hence the linkage between the strategies for poverty eradication and those of macro-economic and sectoral policies. This will not only reduce the vulnerability of India's economy but will contribute to employment growth and poverty eradication as well.

54. The policies promoting productive employment, are an immediate way of addressing high levels of unemployment and underemployment and the worst manifestations of poverty.

55. Labour-intensive public works programmes have been used effectively to create infrastructure and services, create employment and reduce poverty. The strategy rests first on employment-intensive methods of providing basic infrastructure and services development, and secondly, on improved productivity and working conditions within the informal sector. Infrastructure provides a foundation for sustainable employment once it is in place, but also represents an untapped potential for increasing its impact on employment during its construction, rehabilitation and maintenance through the use of labour-based delivery systems.

56. Labour-based methods cannot be applied in all situations. For many types of infrastructure investments, labour based methods are not appropriate. For example, for major infrastructure projects such as paved highways, power plants and airports, technical standards dictate that labour-based methods are not an alternative. However, these methods are appropriate and viable under some circumstances for drainage erosion control, roads, community water supply and upgrading of informal settlements. These categories of infrastructure carry a triple advantage in terms of poverty eradication. They directly benefit the poor, they can be undertaken using employment-intensive methods thereby creating additional employment; and they have a beneficial impact on the environment.

57. Part of the reluctance in using these methods is that labour-intensive projects are often associated in the minds of policymakers with second-rate quality, and with politicized make work programmes. However, labour-intensive infrastructure programmes and therefore employment can be sustainable, if emphasis is placed on: (a) the creation of high quality, cost-effective durable products and assets. (b) the use of an appropriate mix of labour and light equipment to ensure that labour is productive. (c) the adoption of a community-based approach to the selection process. (d) the provision of an opportunity through which training and income generation for the development of small-scale contractors can take place. (e) the provision of a positive policy environment in public agencies and the creation of new technical and managerial capacities in public and private sector agencies to cope with such tasks.

58. Beyond its immediate impact on unemployment, there have been benefits for the larger society, through the infrastructure constructed, which has had multiplier effects leading to secondary employment in other industries. Despite the continued public perception that this

is a make work scheme, independent evaluations indicate that special initiatives of the Central Government has succeeded in creating some socially useful infrastructure, of relatively high technical standards and realized at competitive costs and with high labour productivity. Nonetheless, there are some issues to be addressed if the programme is to move beyond being a safety-net to generating sustainable employment. This is an imperative, since the country would be hardpressed to continue financing the safety-nets required to provide relief to growing numbers, not only of the unemployed, but also of the underemployed.

59. The establishment of a national umbrella organization to coordinate and provide a central thrust to the activities of the many players in the sector is essential. The harmonization of fragmented regulations, programmes and institutions is critical to the support of the sector. Fragmentation has been occurring at several levels in the Indian subcontinent at the local as well as national level, where policies affecting micro-and small enterprises involve a number of government departments dealing with issues such as industrial promotion, training, or export promotion; several NGOs with independent programmes and many international donor programmes and agencies have parallel schemes with different working modalities. The challenge is how to make best use of all these initiatives so that together they support and reinforce micro and small enterprise development rather than inhibit or stifle it.

60. Investments in education and training are a potentially powerful instrument for reducing inequality in the size and distribution of income and for raising the productivity and earnings of the poor. The human capital base of the poor can be improved through the spread of literacy and basic education. This raises capabilities because: (a) It raises productivity by enhancing the willingness to innovate and the capacity to absorb information on new techniques of production; (b) It offers an access route to training and through this to better jobs, and higher incomes.

61. Policy interventions are required at several levels: (a) At the macro level, policies are required to ensure that adequate provisions are made for expenditures in education and training and that these are allocated equitably. It is particularly important to ensure universal access to good basic education since this is most beneficial from the standpoint of poverty eradication; (b) At the meso level, policy interventions are required to ensure that school fees, books, and other cost-recovery measures do not prevent access to the poor to education and training. Positive measures are also required to promote greater school enrolment and attendance by the poor, and to remove barriers to the access of the poor to training opportunities; (c) At the micro-level, direct interventions are required to provide training to upgrade production among the poor especially in peasant agriculture and the informal sector. Such interventions serve to promote new income-generating activities among the poor.

62. Beyond the poor, all groups could benefit from the improvements in the content and delivery of training, since it remains the sine qua non of growth.

63. Establishment of closer linkages between training and the needs of the job market requires continuous labour market analysis and the development and strengthening of labour market information systems.

64. Targeting training to a much wider audience than can be accommodated through pre-employment training in formal institutions. Greater outreach is needed to the informal sector, and greater emphasis needs to be placed on training for self-employment. The objective of this training should be to develop greater self-sufficiency among poor groups, thereby reducing their reliance on the government help.

65. Linking training programmes with other support measures, since training, by itself, will rarely succeed in raising the incomes of the poor. Also important will be occupational guidance and counselling services for enterprises, particularly small enterprises.

66. Placing greater emphasis on skill-upgrading and retraining for displaced and retrenched workers, new and revitalized partnerships between education, and other government departments, NGOs, the private sector, trade unions, and local communities.

67. The role of employment services, both public and private, can be spelled out in terms of: (a) registering jobseekers' applications and employers' vacancies, and facilitating employment by reducing information and transaction costs for both sides; (b) improving access of marginalized groups, including women, to the labour market; (c) providing skills/aptitude testing, vocational guidance and counselling, and job-search skills for workers; (d) reducing employers' search and hiring costs; (e) developing human resources planning systems and ascertain their skill requirements so as to bring better focus to public and private training programmes; (f) organizing job fairs or career days to increase the flow of information on job applicants to the employers; (g) screening or identifying job candidates by aptitude and ability testing.

68. Public Employment Services in the subregion face a number of internal and external constraints. With respect to the former, these are usually related to low staffing and funding levels, poor physical surroundings, as well as limited technical expertise. As a result very few job seekers and employers are aware of the existence of this facility and even fewer make use of it.

69. The Programme calls for the strengthening of labour market information systems, particularly through development of appropriate data and indicators on employment, underemployment, unemployment and earnings, as well as dissemination of information concerning labour markets, including, as far as possible, work situations outside formal markets. All such data should be disaggregated by gender in order to monitor the status of women relative to men.

70. The dearth of reliable data and indicators on the labour market has often been much lamented, but bridging the gap remains a seeming elusive objective. Yet, the changes taking place both globally and nationally prescribe greatly stepped-up activity in this area as an urgent necessity. The absence of empirical work including on several aspects of regulation

and their impact on the performance of the labour market like maternity leave, minimum wages, severance pay leaves policymaking at too speculative a level, and needs to be addressed. This should by no means be taken to suggest that action, particularly in relation to the poor, should be held back until accurate data are available, but it should be taken as suggesting that reasonably accurate data provide a better basis for targeting and monitoring programmes. Tracking trends in poverty, their relationship with labour market trends and the effectiveness of policy efforts would provide powerful support for national and international action.

71. New ways needs to be explored in order to provide useful information for planning. Low cost ways of providing quick information especially for poverty monitoring are appealing in light of budgetary constraints. However, investments need to be made in new and emerging technology which can facilitate the collection, processing and analysis of data. Above all, investments need to be made in the development of data collection agencies so that they can undertake meaningful programmes of activities.

72. Finally, India needs to develop more of a culture of research work on labour market issues in the public and private sectors, and working in collaboration with universities and regional and international organizations.

73. With the current trend towards flexible and indirect forms of employment, discriminatory barriers and practices are harder to identify and address. Women with casual labour status, extended probationary or trainee status, part-time workers, contract workers or household workers may not be covered by existing legislation. Discrimination in recruitment could take the form of segregating women into these non-standard forms of employment. Legislative reform, including the elimination of restrictive provisions against women such as prohibitions against night work for women, therefore needs to be accompanied by legal literacy campaigns such as those being conducted to educate women at the community levels on the laws concerning employment and violence against women. Greater attention should be given to information and sensitization campaigns focusing on the forms of discrimination, their impact, the rationale for overcoming the prejudice and the means of doing so.

74. The establishment and functioning of a labour market information system that is gender sensitive would help in the elaboration of labour market policies which would improve women's access to employment. The types of policies required to help poor women must take account of the problems which they face in the labour market. This implies a focus on specific subtarget groups including household heads; unemployed women; women working in female-dominated occupations and industries which have low pay/income; women's family responsibilities and policies directed at the following issues/factors: (a) the so-called double (triple) burden which women face; (b) discrimination in human capital and technology acquisition; (c) damaging misconceptions and stereotypes regarding women and their need for income; (d) occupational stereotyping of women and men; e) undervaluation of women's work;

75. Changing those policies and attitudes that reinforce the division of labour based on gender, and providing institutional support, such as social protection for maternity, parental leave, technologies that facilitate the sharing and reduce the burden of domestic chores, and flexible working arrangements, including parental voluntary part-time employment and worksharing, as well as accessible and affordable quality child-care facilities, to enable working parents to reconcile work with family responsibilities, paying particular attention to the needs of single-parent households.

76. Action to reduce gender segregation with respect to both exclusion and concentration in the labour market and to enhance occupational choice is important to addressing women's high unemployment and low pay levels in the sub-region. The importance is two-fold; first, women should be able to enter sectors where job opportunities exist in order to move out of the ranks of the unemployed and to find employment; and secondly, women often find higher paying jobs in male dominated sectors and female dominated sectors often benefit from the entrance of males in terms of increasing the value of the job.

77. Improving women's access to technologies that facilitate their occupational and domestic work, encourage self-support, generate income, transform gender-prescribed roles within the productive process and enable them to move out of stereotyped, low-paying jobs.

78. Breaking down labour market segregation by gender includes skill development and facilitating policies as well as sensitization and the changing of biased preconceived notions of appropriate roles and abilities of male and female workers. To effectively implement this strategy, detailed occupational information is needed including the gender composition of occupations and changes in those compositions. Education, guidance, training and development of human capital needs to be stressed equally for boys and girls early in their lives.

79. Labour market policies also need to stress skill development and training in order to increase women's productivity and thus provide them with an equal chance in the labour market. This would include basic literacy courses where necessary, courses in how to be more effective self-employed businesswomen, introduction to use and acquisition of appropriate technology, and vocational training for non-traditional occupations. Monitoring and evaluation are needed to determine to what extent traditional patterns of labour market inequalities such as occupational segregation are being reinforced or broken down and how effective any of these efforts are in reaching the lowest economic group of women.

80. While women are being encouraged to take up traditionally male professions in order to tap into new job opportunities, the value of female dominated occupations must also be enhanced, in pay and status. Very low minimum wages could be revised and enforcement of minimum wage legislation could be enhanced. One known method of ensuring a more equitable valuation of women's waged work is through undertaking an objective job evaluation based on objective analytical job related criteria. These evaluations are intended, among other things, to reduce gender bias in job classifications and pay scales.

**81.** Action on the demand side of the labour market to increase jobs and employment for women may take many forms such as through subsidizing private sector schemes, public sector employment, direct wage employment creation schemes and self-employment, entrepreneurship development and small business support. The first type is not recommended nor feasible for this subregion. The second type, public sector employment, is already largely female-dominated due to expenditure cuts and male flight; and adjustment measures dictate against future increases rendering this option feasible for only demonstration effect such as by high level decision-making appointments of women. Direct wage employment schemes may be especially important for seriously disadvantaged groups of women as a means of addressing high levels of unemployment and underemployment, as well as the worst manifestations of poverty.

**82.** The greatest potential for women in the subregion may lie in terms of job creation in self-employment, entrepreneurship and small and micro business development. However, particularly in the case of low-income women, the approach taken should not be welfare-based, but should aim instead at developing self-sufficiency by building on their existing skills. They should also be encouraged to improve their productivity through cooperative efforts, technological innovation or the new application of an old skill. Overcoming the undervaluation of existing skills in the subregion, particularly those held by women, is a vital link to enhancing women's, and the subregion's, competitiveness in export markets.

**83.** The role of employment services has not been given adequate attention by policy-makers. Efficiently run employment services provide information, bring potential workers and employers together and help to improve the access of marginalized groups, including women, to job vacancies. Gender sensitive employment services could help guard against employers restricting the range of opportunities to applicants by making assumptions about abilities on the basis of a particular group or sex.

**84.** Other measures to help women gain equal access in employment should begin in the home with parental advice and encouragement, followed by informal and formal guidance and counselling to avoid limiting options for economic activity. It is also important to ensure non-discrimination, both direct and indirect, in advertising, selection criteria, interviews and actual recruitment in jobs. At the enterprise level, there is a need to conduct gender sensitive surveys to assess employers perceptions, preferences and practices in respect of recruitment, hiring, promotion and termination of women and men to determine the impact of labour laws such as maternity benefits, collective bargaining provisions and the provision or lack of social services such as child care.

**85.** Action to empower women in the formal sector should also focus on improving their representation in labour market institutions and especially in decision making and collective bargaining structures. Women's membership in trade unions lags behind that of men and their proportional numbers in the workforce. A few strong women are currently found in leadership positions throughout the subregion but they are a minority. At present, the trade unions remain male dominated in terms of membership, leadership, focus and culture. While many trade unions remain in the traditional mold of negotiating for bread and butter issues, important to all their workers, they must be credited for having successfully fought over the years for maternity protection in their collective agreements.

**86.** There has been very few systematic attempts made to assess the impact of such initiatives on the youth employment problems that they are intended to address. Such assessments appear warranted, given the persistent and changing nature of the problem. Experience drawn from successful initiatives suggest that there is need for the kind of comprehensive and coordinated approach as advocated in the Copenhagen Programme.. This approach requires the full participation of a number of actors including workers and employers organizations, as well as youth organizations in decisions regarding policies and programmes. The full participation of these groups, especially employer organizations is also indispensable to success.

**87.** While it is crucial to take steps to improve the access of youth to employment it is also important to act on the demand side to increase the overall demand for labour. Thus, youth programmes need to be considered within the context of an overall employment promotion strategy. In this regard, youth need to be considered specifically in employment promotion programmes, including those designed to stimulate micro and small enterprise development.

**88.** Designing a national plan of action against child labour has to be one of the priority areas of the Central and the State Governments. Actions to combat child labour must form part of an overall national plan. The problem of child labour will not be solved overnight, since it is one of the many facets of poverty and underdevelopment. Resources available to reduce its extent and damaging effects are by definition scarcest in the country which needs them the most. Priorities must therefore be set.

**89.** Working children cannot be viewed simply within the context of labour law which requires the immediate dismissal or withdrawal from work of underage children, as such action may in fact work against the children's immediate welfare. A broader approach is required. National plans of action must provide for suitable alternatives, including schools and vocational training facilities.

**90.** Besides the immediate measures required for the protection of child workers, the plan should include measures against the underlying causes of child labour and form an integral part of employment strategies that create viable income opportunities for the poor through poverty alleviation programmes.

**91.** Hard information is lacking on how many children are working, what they are doing, where and in what conditions. Without such data, it is virtually impossible to develop effective policies and programmes. Establishing, in some cases improving, data collection systems on child labour is an essential first step.

**92.** The centrality of strategies for employment, labour markets, labour institutions, social protection and human resource development for poverty eradication should become one of the central themes for national development.

**93.** The imperative for multi-dimensional and integrated approaches involving policy reform, institutional development and direct interventions should be recognised at all levels of planning.

**94.** The indispensable role of public policy in setting the agenda, creating the supportive policy environment and framework for productive employment growth and poverty eradication should be incorporated in the agenda for employment generation.

**95.** The extensive changes in political, economic, and social spheres, including the globalization of trade, finance and technology, and growing flexibilization of labour markets not only impact on the incidence and characteristics of poverty, but require a fresh consideration of strategies and new thinking about effective policies and mechanisms for its eradication.

**96.** Two fundamental objectives will be important for the future. **(a)** forging strategic alliances among different groups at the national and international levels for the promotion of productive employment and poverty eradication; **(b)** monitoring changes, analyzing new trends and appraising new dimensions of social injustice and developing new responses.

**97.** Political resolve in addressing these problems needs to be strengthened at the national levels.

**98.** the information base needs to be considerably strengthened to facilitate more effective monitoring of trends.

**99.** More information on successful initiatives related to employment generation and poverty eradication in the Indian Subcontinent needs to be documented and widely disseminated.

**100.** The major long-term activities for national employment generation should be : **(a)** creating a favourable climate within the country so as to include the whole population in establishing national goals and priorities; **(b)** working out a purposeful government policy for productivity improvement on the national scale, and coordinating policies for optimal use of national resources; **(c)** establishing the government statistical bodies which deal with data collection and analysis at the sectoral and macro-economic levels; **(d)** strengthening legislation on the relation between enterprises and between enterprises and government institutions; **(e)** increasing the role of such financial incentives as taxes, credit and incomes policy.

## **STEP BY STEP METHODOLOGY FOR EMPLOYMENT GENERATION ADOPTED BY THE INTERNATIONAL BENEVOLENT RESEARCH FOUNDATION (IBRF)**

There is an urgent need for creating an environment where there will be more number of job givers rather than job seekers by providing training and guidance in the areas of entrepreneurial leadership and managerial competence. Let us consider the following step by step methodologies for employment generation :

1. To collect data and information related to the existing publications including newspapers, journals and periodicals providing information and news regarding employment opportunities besides facilities regarding academic and professional training and research in different vocational fields.
2. To bring out daily, weekly, fortnightly, monthly, bimonthly, quarterly, six monthly and yearly newspapers, journals, periodicals and other publications related to employment and training with a view to generating employment specially among the weekers sections of the society.
3. To publish books, encyclopaedias, directories and dictionaries on different topics related to entrepreneurship development including self-employment.
4. To connect the association with the labour market mechanisms and patterns to give into the pattern and intensity of poverty and into the factors concentrating it among particular groups.
5. To give prominence to labour market policies, as well as those related to employment, labour institutions, social protection and human resource development and poverty eradication strategies.
6. To distinguish between poverty due to exclusion from access to jobs and poverty associated with the nature of employment and the levels of income which it generates while attempting to analyze the labour market situation in the Indian Subcontinent and its impact on poverty.
7. To assess the degree to which labour market exclusion is directly linked to poverty and the extent to which state or community safety nets or family support systems exist or whether it affects particular members of households (younger persons, for example) where there is another income source.
8. To place the creation of employment at the centre of national strategies and policies, with the full participation of employers and trade unions and other parts of civil society.
9. To help and assist in the formulation of policies to expand work opportunities and increase productivity in both rural and urban sectors.

10. To provide education and training that enable workers and entrepreneurs to adapt to changing technologies and economic conditions.
11. To help generate quality jobs, with full respect for the basic rights of workers.
12. To give special priority, in the design of policies, to the problems of structural, long-term employment and underemployment of youth, women, persons with disabilities and all other disadvantaged groups and individuals.
13. To empower the women for gender balance in decision-making processes at all levels and gender analysis in policy development to ensure equal employment opportunities and wage rates for women and to enhance harmonious and mutually beneficial partnerships between women and men in sharing family and employment responsibilities.
14. To also empower members of vulnerable and disadvantaged groups through the provisions of proper and appropriate education and training.
15. To look for a broader recognition and understanding of work and employment and greater flexibility in working time arrangements for both men and women.
16. To assist in alleviating poverty and unemployment: either by focusing on the members of economically weaker sections of the society and other groups directly affected by the economic reform and adjustment policies such as retrenched workers, or more generally by addressing chronic and structural poverty and unemployment.
17. To strengthen the social acceptability and the political viability of adjustment and reform programmes.
18. To help in creating a new approach and culture of social service delivery based on a flexible institutional mechanism circumventing the bureaucratic structure and encouraging participatory and decentralized development with the participation of local groups and associations.
19. To develop strategies to assist the formation and strengthening of collective action in the informal sector by developing relations with trade associations.
20. To raise awareness on the importance of good working conditions and social security by extending workers' education programmes to the informal sector.
21. To assist in improving working conditions of their subcontractors in the informal sector with a view to enabling them to create more employment opportunities for trained and skilled persons.
22. To assist informal sector operators to take part in trade fairs.
23. To assist informal sector operators to organize themselves effectively.

24. To integrate issues on occupational safety and health and social security in programmes to raise productivity.
25. To assist informal sector self-help associations to integrate awareness raising on occupational safety and health into their activities.
26. To establish innovative market services for the development of adult workers, by expanding the role of employers and organized employees in the planning and delivery of services, including training, retraining, job search, placement, skills identification and counseling.
27. To increase the capacity of the private sector to perform its role in the training and development of the young men and women to acquire techno managerial as well as entrepreneurial skills.
28. To improve the existing employment market information system.
29. To help adult workers to acquire new skills at the technical and supervisory levels in order to make them eligible for higher level jobs at higher wages in occupations essential to economic growth or in their own businesses.
30. To reduce the transition time to new jobs for displaced workers.
31. To accelerate the entry of female workers into skilled technician, master craftsperson or supervisory positions.
32. To establish a permanent private sector mechanism to fund a variety of workforce development activities and create a forum for workers and employers to collaborate in implementing human resource development strategies and programmes.
33. To provide skill and interests assessment and career and employment counseling to determine the training, placement or business development support, the employable persons need to acquire the job, promotion or suitable income generating activity.
34. To provide a comprehensive package of services to include brokering and referral of workers to jobs, on-the-job training, business development support services and specialized training at the craftsperson, artisan, supervisory or managerial level and appropriate entrepreneurial training to place workers in new jobs, better jobs or self-employment opportunity.
35. To promote the concept of establishing learning laboratories which would provide computer assisted training e.g. literacy, numeracy and workplace basics such as problem solving, oral communication and planning and organizing work.
36. To establish Employment and Training Market Services Centres to introduce innovative approaches in human resource development.

37. To establish the principle of equality between men and women as a basis for employment policy and promoting gender-sensitivity training to eliminate prejudice against the employment of women.
38. To eliminate gender discrimination, including by taking positive action, where appropriate, in hiring, wages, access to credit, benefits, promotion, training, career development, job assignment, working conditions, job security and social security benefits.
39. To encourage various actors to join forces in designing and carrying out comprehensive and coordinated programmes that stimulate the resourcefulness of youth, preparing them for durable employment or selfemployment, providing them with guidance, vocational and managerial training, social skills, work experience and education in social values.
40. To cause research on the underlying factors which are most important in differing national contexts in determining the levels of youth unemployment.
41. To evaluate all types of policies and programmes tried in different five year plans with a view to designing a foolproof and long-term strategy for employment generation.
42. To locate the factors which influence the success or failure of specific policies and programmes relating to employment and training.
43. To prepare a Policy and Programme Manual for policy makers to aim primarily at national capacity building for the design, implementation and evaluation of policies and programmes for countering youth unemployment.
44. To help analyse the national background characteristics, financial constraints, current educational efforts and effects and present conditions of societal development in different States and UTs of India.
45. To help the Central Government establish appropriate targets for employment generation and derive suitable strategies for implementing policies and programmes to meet the needs of the educated unemployed.
46. To establish a Life and Career Advising Centre - a single point of contact for student counselling on academic, personal and career issues.
47. To create a learning environment all over the country that encourages students to become actively involved in their own education.
48. To help reduce unemployment in the country by assisting the Central and the State Governments and public institutions in the initiation of professional and job oriented courses and by introducing the urban as well as rural entrepreneurship programmes for self employment.
49. To encourage an employment policy that is free of prejudice and party politics which promotes new ideas relating to sustainability.

50. To strengthen the voluntary as well as non governmental organisations in order to make them available for the organisation and implementation of programmes having a positive, social, economic and educational content with a view to having more number of job givers than job seekers.
51. To serve as a centre of ideas and experience and dissemination of employment and training information on national as well as global job markets and its availabilities, reach, awareness, policy, law, research promotion, and preparedness in particular.
52. To help the Central and the State Governments in organising formal and non formal training programmes in attitudinal and behavioural change for bringing productivity and efficiency with the help of the trained employers and employees.
53. To publicize through the media an international network instances of successful policies, programmes and demonstrations regarding employment promotion and bring these success stories to the attention of policy makers.
54. To establish a national network of like minded NGOs with the ability to publicise the activities related to employment generation.
55. To strengthen international scientific organisations so that they can play a larger part in shaping and coordinating the research agenda on vocationalisation of careers.
56. To work closely with policy research centres focussing on global scale resource and development issues to bridge the gap between basic research and policy on employability.
57. To evaluate the existing curricula of the undergraduate, graduate and postgraduate level courses and propose necessary changes for making these programmes fit for helping the alumnis to find self employment opportunities by acquiring entrepreneurial leadership techniques.
58. To address the universal shortage of trained personnel in new and emerging job oriented areas through a sharp increase in funds to be sanctioned to universities and institutions.
59. To advise the younger generation for acquiring appropriate knowledge and technologies from the aged persons and senior citizens and to popularise their proven ideas and experiences.
60. To use restructured educational and training programmes to reorient vocational education for creating jobs in the new and emerging fields.
61. To help initiate training cum production cum rehabilitation centres in the rural as well as urban areas for the benefit of the younger generation.
62. To create employment generation environment by updating the existing vocational training programmes in the polytechnics, institutions, colleges and universities.

63. To strengthen with adequate study materials the existing distance learning programmes for enabling the working persons to strengthen their qualification and encouraging earning while learning.
64. To prepare instructional texts including audio and video lessons on employment and training to be distributed through the existing institutions as well as through the new outfits in the country.
65. To use and popularise the existing and new satellite channels for teaching and training through the air for the benefit of the citizenry.
66. To aid in organising conferences, seminars, meetings, discussions, debates, study courses, collection of statistics, exhibitions, shows, tour trips and to establish endowments and scholarships for the promotion and furtherance of programmes related to popularising higher education programmes related to vocational and job oriented education for employment generation.
67. To organise employment museums for displaying the available vacancies besides the types of advertisements in the print and the electronic media.
68. To conduct sponsored as well as non sponsored research programmes with the support of Central and State Governments and publish such reports and case books.
69. To arouse in teachers and other educators a full awareness of our responsibilities in moulding future generations for a peaceful employment and work culture.
70. To promote that kind of education that will help each individual from earliest years to develop full human potential for constructive, peaceful living in the expanding communities in which one grows; family, neighbourhood, school, local community, country, in fact, the whole human world.
71. To seek to enable individuals through constant educational and career improvement to deal with and resolve misunderstanding, personal as well as social, in the spirit of wisdom, charity and duty.
72. To support production and wide spread distribution of educational materials for the furtherance of social progress, international understanding, and worldly stability.
73. To make the full use of mass media for the cause of education especially in the proper communication of controversial views and issues, local and global, so as to maximize cooperation and conciliation.
74. To make everybody aware regarding the need for national as well as international integration and cooperation.

75. To invite representatives of different countries including the universities, NGOs and regulatory bodies for discussing issues like labour, employment, entrepreneurship and education.
76. To seek support of the educational and scientific organisations for using their facilities and infrastructure for conducting different programmes related to clean as well as green jobs.
77. To help design courses on subjects and topics generally not covered by existing institutions but are of great importance viewing the changes in the societal systems.
78. To continue to be open in ideas, methods, systems, places with no cloisters.
79. To help people through appropriate training to lead a way of life that can be sustained by our Mother Earth.
80. To justify the creation of a Citizens Apex Body by uniting all the professionals of the country in order to influence the power structure through their function as counselling centres, and by placing them, whenever possible, in areas of conflict for equalizing the flow of knowledge, for reducing aggression and for generating attitudes of fraternization.
81. To suggest to the national and international leaders alternative approaches to the solution of problems relating to health, education, unemployment, pollution and peacelessness.
82. To encourage the establishment of institutions for learning that serves the spirit of employment generation and also by stimulating existing colleges and universities to implement courses of study related to virtual education for employment opportunities in the cyber related fields.
83. To cooperate with authorities at various levels in implementing the Universal Declaration of Human Rights and reminding the employers and the employees regarding their human rights as well as human duties.
84. To collaborate in the work of existing and functional organizations that have stated goals and purposes with a view to creating more employment opportunities in the country.
85. To propose to other developmental associations, programmes on peace problems that are flexible in nature and capable of being adopted and modified according to cultural background, environment, and changing needs of people.
86. To update educational means for the reciprocal dissemination of culture and the elimination of illiteracy.
87. To disseminate information in the form of advertisements and/or articles regarding selection and recruitment in public as well as private sector organisations in the publications to be brought out by the Government and the Non-Government Organisations.

88. To conduct periodical analysis of employment and unemployment data at both State level and all India level and projections of labour force, workforce, and unemployment in the country.
89. To suggest strategies and programmes for creating gainful employment opportunities and to look into sectoral issues and policies having a bearing on employment generation.
90. To identify gaps and to suggest necessary approach / strategies and the need based policies and programmes in the fields of occupational safety and health, skill development, social security, employment planning and policy.
91. To help provide opportunities for individuals seeking a green or ecologically responsible career available in many diverse categories on the international, national, state and local levels; in private, public, and non-profit sectors; within different fields; and in different job functions.
92. To introduce responsible business practices fostering a competitive edge through efficiency in production, minimum generation of waste, and a more productive and healthy work force.
93. To advise the Government of India and the State Governments to constitute People's Commission on Employment Generation with a view to having immediate solution regarding unemployment as well as unemployability.
94. To collaborate, affiliate and federate with the Central and the State Governments, agencies and bodies for implementing the projects of employment generations.
95. To raise and borrow money for the purposes of generating employment in such a manner as may be decided from time to time and to prescribe the membership fees, charges, grants in aid etc.
96. To purchase, take on lease or exchange, hire or otherwise acquire properties, movable or immovable and rights and privileges all over the world, which may be deemed necessary or convenient for the benefit of the unemployed as well as unemployable communities.
97. To open branches, chapters and constituent centres of employment promotion programmes and projects in different parts of the country and get them registered with appropriate authorities if needed and felt conducive for the attainment of the milestone of employment generation.
98. To invest the surplus money available from employment generation bodies not immediately required in such securities and in such manner as may be decided from time to time, the money especially collected through subscriptions, advertisements, sponsorship, fees, gifts, endowments, donations, grants etc.
99. To finally provide information, knowledge, wisdom, and education that prepares everybody for leadership and social responsibility enabling to think and communicate effectively and to develop a global awareness and sensitivity for a better global understanding, world peace and unity.

100. And to generally do all that is incidental and conducive to the attainment of the milestone of generating employment in all the 602 Districts of our country.

We should ask ourselves regarding the burning problems of our country and find suitable solution by providing inputs through higher education. The problems are **first** : peacelessness, **second** : unemployment, **third** : pollution, **fourth** : obsolete educational system, and **fifth** : population explosion.

The problem of peacelessness is because of unemployment and pollution. The solution lies in having a marriage of unemployment with pollution by creating environment friendly and sustainable jobs. We must vocationalise our existing careers by incorporating new and emerging subjects in higher education for employment generation and for protecting our mother earth by teaching subjects like environmental education as per the orders of the Hon'ble Supreme Court of India. We must control our population size with a view to optimising our budgets and for providing education, food, shelter and health facilities for all.

