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Review

A study on employment trends in India

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In India, as population growth is higher, the employment growth is not proportionately equal to it. Since independence, unemployment rate has been progressively growing in spite of Five Year plans. For the expansion of economy, transforming the employment trend in India is one of the significant economic and social factors. Employment has always featured as an element of development policy in India. The intention of this paper is to analyze the trends of employment in organized sector of India. The organized sector consists of both the public and private sector. Employment in India is going through striking changes defying predictable understanding and revolving many common perceptions on their heads. This article focuses on the trend of male and female employment and sector-wise employment in organized sector of India. The period of the study is 1998-2010 and based on secondary information.

Keywords: Employment, India, Public and private sector, Trends.

INTRODUCTION

Employment plays a key role in the economic security of developing country. It is the main source of livelihood and self-fulfillment for most of the human beings. The main goals of economic policy are accelerating growth and expanding employment opportunities in different sectors of the country. So, employment has always featured as an element of development policy in India. Therefore, the government has given priority and attention for the development of Five Year plans from time to time. It also started the new approaches and strategies as well as policies and programmes for employment generation. After independence, India embarked on a strategy of industrialization based development, later it was expanded to all sectors with labour participation. In the

middle of the 1970, the growth of employment emerged as an important concern in Development planning. But the economic and demographic performance of the country had fallen short of earlier expectations. As a result, unemployment had increased. So, efforts were initiated to make development more employment oriented, by encouraging growth of employment intensive sectors including focusing on employment among the objectives of macroeconomic and sectoral policies. Simultaneously special employment programmes for creating both short-term wage employment and self-employment were introduced. The beginning of 1990s saw initiation of economic reforms, involving deregulation of domestic economic activities and liberalization of foreign trade and investment regimes. Public sector was no longer seen as an employment provider. In fact a continuous decline saw in employment since mid-1990s. Higher growth of economy induced by liberalization was expected to lead to a faster expansion of employment,

Table 1. Year-wise Employment in Organized Public Sector & Private Sector in India (In Lakhs)

Year	Public Sector	Private Sector	Total
1988	183.21 (71.25)	73.92 (28.75)	257.13 (100.00)
1989	185.16 (71.25)	74.7 (28.75)	259.86 (100.00)
1990	187.72 (71.23)	75.82 (28.77)	263.54 (100.00)
1991	190.58 (71.28)	76.77 (28.72)	267.35 (100.00)
1992	192.1 (71.00)	78.46 (29.00)	270.56 (100.00)
1993	193.26 (71.11)	78.51 (28.89)	271.77 (100.00)
1994	194.45 (71.03)	79.3 (28.97)	273.75 (100.00)
1995	194.66 (70.72)	80.58 (29.28)	275.24 (100.00)
1996	194.29 (69.54)	85.11 (30.46)	279.4 (100.00)
1997	195.59 (69.25)	86.84 (30.75)	282.43 (100.00)
1998	194.18 (68.94)	87.48 (31.06)	281.66 (100.00)
1999	194.15 (69.06)	86.98 (30.94)	281.13 (100.00)
2000	193.14 (69.07)	86.49 (30.93)	279.63 (100.00)
2001	191.39 (68.87)	86.51 (31.13)	277.9 (100.00)
2002	187.74 (69.01)	84.32 (30.99)	272.06 (100.00)
2003	185.8 (68.82)	84.17 (31.18)	269.97 (100.00)
2004	181.97 (68.82)	82.45 (31.18)	264.42 (100.00)
2005	180.06 (68.06)	84.52 (31.94)	264.58 (100.00)
2006	181.88 (67.47)	87.71 (32.53)	269.59 (100.00)
2007	180.02 (66.03)	92.6 (33.97)	272.62 (100.00)
2008	176.74 (64.24)	98.38 (35.76)	275.12 (100.00)

Source: Economic Survey 2010-2011, Government of India.

Note : Figures in the parenthesis indicate percentage to the total.

but employment growth rate saw a declaration. In this period, most of the new jobs were located in the informal sector with low earnings and no social protection. The beginning of the new millennium (2000) saw the period of 'Jobless' growth and beginning of the positive result of liberalization in terms of a high employment growth. Further, there are a few disconcerting features of employment growth in recent years.

□ Employment growth rate and employment content of growth have decelerated.

□ Sectors with higher employment potential have registered relatively slower growth.

□ Agricultural sector employment sharply declined, but non-Agricultural sectors have not generated enough employment.

□ Most of the employment growth has been contributed by the unorganized and informal sectors,

which gave poor income.

□ Employment growth in the organized sector, which seems to have picked up in recent years, has been mostly in the categories of casual and contract labour.

Long term employment growth during 1972-73 to 1983 was 2.44 per cent and 1.84 per cent in 1993-94 and 2004-05. Thus when GDP grew at 4.7 per cent per annum during 1972-73 to 1983, Employment growth was 2.4 per cent, but employment growth declined to 2.0 per cent during 1983 and 1993-94. During 1993-94 and 2004-05 GDP growth accelerated to 6.3 per cent, but employment growth further declined to 1.8 per cent during the 2004-05 and 2009-10. When GDP growth was as high as 9 per cent employment grew at an insignificant rate of 22 per cent. The declining trend in the employment content of growth is quite clearly seen in terms of the values of employment elasticity.⁴ While

Table 2. Year and Sex-wise Employment in Organized Public and Private Sectors in India (In Lakhs)

Year	Public Sector			Private Sector			Public and Private Sector		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
1990	165.22 (88.01)	22.50 (11.99)	187.72 (100.00)	61.88 (86.61)	13.94 (18.39)	75.82 (100.00)	227.09 (86.17)	36.44 (13.83)	263.53 (100.00)
1991	167.11 (87.68)	23.47 (12.32)	190.58 (100.00)	62.42 (81.32)	14.34 (18.68)	76.76 (100.00)	229.52 (85.86)	37.81 (14.14)	267.33 (100.00)
1992	167.81 (87.36)	24.29 (12.64)	192.10 (100.00)	63.67 (81.15)	14.79 (18.85)	78.46 (100.00)	231.48 (85.86)	39.08 (14.44)	270.56 (100.00)
1993	168.49 (87.18)	24.77 (12.82)	193.26 (100.00)	63.01 (80.26)	15.50 (19.74)	78.51 (100.00)	231.51 (85.19)	40.26 (14.81)	271.77 (100.00)
1994	168.80 (86.81)	25.65 (13.19)	194.45 (100.00)	63.41 (79.96)	15.89 (20.04)	79.30 (100.00)	232.21 (84.83)	41.54 (15.17)	273.75 (100.00)
1995	168.66 (86.64)	26.00 (13.36)	194.66 (100.00)	64.31 (79.80)	16.28 (20.20)	80.59 (100.00)	232.97 (84.64)	42.28 (15.36)	275.25 (100.00)
1996	167.94 (86.44)	26.35 (13.56)	194.29 (100.00)	67.20 (78.95)	17.92 (21.05)	85.12 (100.00)	235.14 (84.16)	44.26 (15.84)	279.41 (100.00)
1997	168.31 (86.05)	27.28 (13.95)	195.59 (100.00)	67.77 (78.02)	19.09 (21.98)	86.86 (100.00)	236.08 (83.58)	46.37 (16.42)	282.45 (100.00)
1998	166.55 (85.77)	27.63 (14.23)	194.18 (100.00)	67.37 (77.01)	20.11 (22.99)	87.48 (100.00)	233.92 (83.05)	47.74 (16.95)	281.66 (100.00)
1999	166.04 (85.52)	28.11 (14.48)	194.15 (100.00)	66.80 (76.80)	20.18 (23.20)	86.98 (100.00)	232.84 (82.82)	48.29 (17.18)	281.13 (100.00)
2000	164.57 (85.21)	28.57 (14.79)	193.14 (100.00)	65.80 (76.10)	20.66 (23.90)	86.46 (100.00)	230.37 (82.39)	49.23 (17.61)	279.60 (100.00)
2001	162.80 (85.06)	28.59 (14.94)	191.39 (100.00)	65.62 (75.84)	20.90 (24.16)	86.52 (100.00)	228.40 (82.19)	49.49 (17.81)	277.89 (100.00)
2002	158.86 (84.62)	28.88 (15.38)	187.74 (100.00)	63.83 (75.70)	20.49 (24.30)	84.32 (100.00)	222.71 (81.86)	49.35 (18.14)	272.06 (100.00)
2003	156.75 (84.36)	29.05 (15.64)	185.80 (100.00)	63.57 (75.49)	20.64 (24.51)	84.21 (100.00)	220.32 (81.60)	49.68 (18.40)	270.00 (100.00)
2004	153.07 (84.12)	28.90 (15.88)	181.97 (100.00)	62.02 (75.21)	20.44 (24.79)	82.46 (100.00)	215.09 (81.34)	49.34 (18.66)	264.43 (100.00)
2005	150.86 (83.78)	29.20 (16.22)	180.06 (100.00)	63.57 (75.21)	20.95 (24.79)	84.52 (100.00)	214.42 (81.04)	50.16 (18.96)	264.58 (100.00)
2006	151.85 (83.49)	30.03 (16.51)	181.88 (100.00)	66.87 (75.95)	21.18 (24.05)	88.05 (100.00)	218.72 (81.03)	51.21 (18.97)	269.93 (100.00)
2007	149.84 (83.24)	30.18 (16.76)	180.02 (100.00)	69.80 (75.26)	22.94 (24.74)	92.74 (100.00)	219.64 (80.53)	53.12 (19.47)	272.76 (100.00)
2008	146.34 (82.80)	30.18 (17.08)	176.74 (100.00)	74.03 (74.97)	24.72 (25.03)	98.75 (100.00)	220.37 (79.99)	55.12 (20.01)	275.49 (100.00)

Source: Ministry of Labour & Employment, Director General of Employment and Training.

Note: Figures in the parenthesis indicate percentage to the total.

statistically reliable estimates on employment characteristics from the NSSO are available at the disaggregated level of the NSSO agro-climatic regions from the large rounds, the estimates are considered more reliable and are the most widely used source for understanding employment and unemployment.

Objectives

The main objectives of the present study are:

- i) To analyze the Employment in Organized Public Sector and Private Sector in India.
- ii) To study the Sex-wise Employment in Organized Public and Private Sectors in India.
- iii) To identify the Category-wise Employment of Public Sector in India.

Data base and methodology

The study has made use of secondary data. The secondary data were drawn from various reports published by government of India and Andhra Pradesh such as statistical abstracts, various rounds of NSSO reports, plan documents, Annual Reports, Socio-economic surveys and annual survey of industries.

Review of literature

Uppal (1973) measured disguised unemployment in Punjab agriculture using the farm management survey data in 1956-57 and shared a higher incidence of 8.4 per cent. Disguised unemployment is measured as the difference between the number of labour days being put

Table 3. Category-wise Employment of Public Sector in India (In Lakhs)

Year	Public Sector				
	Central Government	State Government	Quasi Government	Local Bodies	Total
1988	33.81 (18.45)	67.81 (37.01)	59.48 (32.47)	22.11 (12.07)	183.21 (100.00)
1989	33.89 (18.30)	68.90 (37.21)	59.99 (32.40)	22.38 (12.09)	185.16 (100.00)
1990	33.97 (18.10)	69.79 (37.18)	61.73 (32.88)	22.23 (11.84)	187.72 (100.00)
1991	34.11 (17.90)	71.12 (37.32)	62.22 (32.65)	23.13 (12.14)	190.58 (100.00)
1992	34.28 (17.84)	71.90 (37.43)	63.93 (33.28)	21.99 (11.45)	192.10 (100.00)
1993	33.83 (17.50)	72.93 (37.74)	64.90 (33.58)	21.60 (11.18)	193.26 (100.00)
1994	33.92 (17.44)	73.37 (37.73)	65.14 (33.50)	22.02 (11.32)	194.45 (100.00)
1995	33.95 (17.44)	73.55 (37.78)	65.20 (33.49)	21.96 (11.28)	194.66 (100.00)
1996	33.66 (17.32)	74.14 (38.16)	64.58 (33.24)	21.91 (11.28)	194.29 (100.00)
1997	32.95 (16.85)	74.85 (38.27)	65.35 (33.41)	22.44 (11.47)	195.59 (100.00)
1998	32.53 (16.75)	74.58 (38.41)	64.61 (33.27)	22.46 (11.57)	194.18 (100.00)
1999	33.13 (17.06)	74.58 (38.41)	63.85 (32.89)	22.59 (11.64)	194.15 (100.00)
2000	32.73 (16.95)	74.60 (38.62)	63.26 (32.75)	22.55 (11.68)	193.14 (100.00)
2001	32.61 (17.04)	74.25 (38.80)	61.92 (32.35)	22.61 (11.81)	191.39 (100.00)
2002	31.95 (17.02)	73.84 (39.33)	60.20 (32.07)	21.75 (11.59)	187.74 (100.00)
2003	31.33 (16.86)	73.67 (39.65)	59.01 (31.76)	21.79 (11.73)	185.80 (100.00)
2004	30.27 (16.63)	72.22 (39.69)	58.22 (31.99)	21.26 (11.68)	181.97 (100.00)
2005	29.38 (16.32)	72.02 (40.00)	57.48 (31.92)	21.18 (11.76)	180.06 (100.00)
2006	28.60 (15.72)	73.01 (40.14)	59.09 (32.49)	21.18 (11.65)	181.88 (100.00)
2007	28.00 (15.55)	72.09 (40.05)	58.61 (32.56)	21.32 (11.84)	180.02 (100.00)
2008	27.39 (15.50)	71.71 (40.57)	57.96 (32.79)	19.68 (11.14)	176.74 (100.00)

Source: Economic Survey 2010-2011, Government of India,

Note: Figures in the parenthesis indicate percentage to the total.

in various agricultural operations and the number of labour days actually required on the farms for the existing total agricultural output.

Krishnan's (1991) study on wages, employment and output in interrelated labour markets in an agrarian economy of Kerala, revealed the relationships between wages, employment and output in the agricultural sector of the Kerala economy. The finding of this analysis is in contrast to Kerala's creditable performance in the social sectors such as education, health and family welfare. The outstanding performance of the social sectors has been attributed to the success in providing public goods and making them accessible to most of Kerala's population. As a result, Kerala has now a life expectancy over 72 years for women, the infant mortality rate in the rural

sector is close to 27 per 1000 live births, has a birth rate of around 22 per 1000 population and the rate of population growth has declined to about 1.5 per cent per annum. These achievements are, no doubt, the result of a number of equitable social and economic policies that have been pursued in this state for a considerable length of time.

R. Hashim (1999) examined that the important feature of the employment situation in India has been that the rates of unemployment are rather low and these low rates have existed along with a high level of poverty. An increasing proportion of non-poor and educated among the open unemployed is also an emerging phenomenon. This has evoked the ongoing debate about visible and invisible under employment leading to low levels of

Table 4 Employment in Organized Public Sector in India (Lakh Persons) (1988-2008)

Item	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
PUBLIC SECTOR																					
1. Agriculture, hunting, etc	5.54 (3.02)	5.65 (3.05)	5.49 (2.92)	5.56 (2.92)	5.73 (2.98)	5.62 (2.91)	5.45 (2.80)	5.39 (2.77)	5.40 (2.78)	5.33 (2.73)	5.30 (2.73)	5.15 (2.65)	5.14 (2.66)	5.02 (2.62)	4.83 (2.57)	5.06 (2.72)	4.93 (2.71)	4.96 (2.72)	4.69 (2.58)	4.75 (2.64)	4.71 (2.66)
2. Mining & quarrying	9.56 (5.21)	9.57 (5.16)	9.66 (5.14)	9.99 (5.24)	9.87 (5.14)	9.97 (5.16)	10.15 (5.22)	10.16 (5.22)	9.93 (5.11)	9.78 (5.00)	9.37 (4.83)	9.26 (4.77)	9.24 (4.78)	8.75 (4.57)	8.61 (4.59)	8.47 (4.55)	10.30 (5.66)	10.14 (5.63)	11.46 (6.30)	11.37 (6.32)	11.21 (6.34)
3. Manufacturing	18.67 (10.19)	18.48 (9.98)	18.70 (9.96)	18.52 (9.72)	18.61 (9.69)	18.51 (9.58)	17.84 (9.17)	17.56 (9.02)	17.38 (8.95)	16.61 (8.49)	16.16 (8.32)	15.69 (8.08)	15.31 (7.93)	14.30 (7.47)	13.50 (7.19)	12.60 (6.78)	11.88 (6.53)	11.30 (6.28)	10.97 (6.03)	10.96 (6.09)	10.44 (5.91)
4. Electricity, Gas & Water	8.49 (4.63)	8.66 (4.67)	8.97 (4.77)	9.05 (4.75)	9.16 (4.77)	9.31 (4.82)	9.38 (4.82)	9.35 (4.80)	9.46 (4.87)	9.56 (4.89)	9.54 (4.91)	9.62 (4.95)	9.46 (4.90)	9.35 (4.89)	9.23 (4.92)	9.13 (4.91)	8.74 (4.80)	8.60 (4.78)	8.49 (4.67)	8.49 (4.72)	7.91 (4.48)
5. Construction	12.14 (6.62)	11.80 (6.37)	11.34 (6.04)	11.49 (6.03)	11.51 (5.99)	11.54 (5.97)	11.67 (6.00)	11.64 (5.98)	11.59 (5.97)	11.34 (5.80)	11.09 (5.71)	11.07 (5.70)	10.92 (5.65)	10.81 (5.65)	10.26 (5.47)	9.48 (5.10)	9.32 (5.12)	9.11 (5.06)	9.99 (5.49)	9.66 (5.37)	8.52 (4.82)
6. Wholesale & Retail Trade	1.39 (0.75)	1.44 (0.77)	1.50 (0.79)	1.50 (0.79)	1.57 (0.82)	1.48 (0.77)	1.61 (0.83)	1.62 (0.83)	1.64 (0.84)	1.64 (0.84)	1.63 (0.84)	1.63 (0.84)	1.63 (0.85)	1.57 (0.84)	1.81 (0.97)	1.81 (0.97)	1.81 (1.02)	1.84 (1.02)	1.87 (1.03)	1.78 (0.99)	1.60 (0.91)
7. Transport, Storage & Communications	30.11 (16.43)	30.26 (16.34)	30.28 (16.13)	30.26 (15.88)	30.64 (15.95)	30.55 (15.81)	30.84 (15.86)	31.06 (15.96)	30.91 (15.91)	30.92 (15.81)	30.84 (15.88)	30.84 (15.88)	30.77 (15.93)	30.42 (15.89)	30.09 (16.03)	29.39 (15.81)	28.15 (15.47)	28.15 (15.28)	26.75 (14.71)	27.37 (15.20)	26.34 (14.90)
8. Finance, Insurance, Real estate etc.,	10.96 (5.98)	11.16 (6.02)	11.59 (6.17)	11.94 (6.27)	12.14 (6.32)	12.52 (6.48)	12.73 (6.55)	12.84 (6.60)	12.80 (6.59)	12.94 (6.62)	12.88 (6.63)	12.95 (6.67)	12.96 (6.71)	12.81 (6.69)	12.30 (6.55)	13.77 (7.41)	14.08 (7.74)	14.08 (7.82)	14.90 (8.19)	13.74 (7.63)	13.47 (7.62)
9. Community, Social & Personal Services	86.35 (47.13)	88.14 (47.60)	90.19 (48.04)	92.27 (48.42)	92.87 (48.34)	93.76 (48.51)	94.78 (48.74)	95.04 (48.82)	95.20 (49.00)	97.36 (49.78)	97.36 (50.14)	97.94 (50.45)	97.71 (50.59)	98.30 (51.36)	97.35 (51.85)	96.09 (51.71)	92.76 (50.98)	92.52 (51.38)	92.76 (51.00)	91.90 (51.05)	88.54 (50.10)
Total	183.21 (100.00)	185.16 (100.00)	187.72 (100.00)	190.58 (100.00)	192.10 (100.00)	193.26 (100.00)	194.45 (100.00)	194.66 (100.00)	194.29 (100.00)	195.59 (100.00)	194.18 (100.00)	194.15 (100.00)	193.14 (100.00)	191.39 (100.00)	187.74 (100.00)	185.80 (100.00)	181.97 (100.00)	180.06 (100.00)	181.88 (100.00)	180.02 (100.00)	176.74 (100.00)

Source: Ministry of Labour and Employment, Director General of Employment and Training, Economic Survey 2010-2011, Government of India, Ministry of Finance, Economic Division, New Delhi, pp.A.51-A.52

Note: Figures in the parenthesis indicate percentage to the total.

income. This paper examines these aspects in the light of the prevailing trends and discusses the policy implications for growth and structural change and special measures for generating work for the unemployed.

Suresh Chand Agarwal (2006) studied on finding out an empirical relationship between real wage rates and employment levels in the Indian public enterprises. The study finds that the expected negative relationship between the two did not exist in the fifteen years of the pre-reform era but was found in the post reform period. The wage share has also reduced

rapidly over the years indicating a possible weakening of trade unions in the sector.

Sundaram's (2007) study of employment-unemployment situation in the nineties made certain general observations regarding the size and structure of work-force, the extent of unemployment and under-employment, labour productivity and days worked 'in rural and urban India. Key results include a slower growth of work-force relative to that of population; a reduction in the share and size of work-force in agriculture and in community social and personal services and widespread gains in

labour productivity.

Employment in organized public sector and private

Sector in India

Public sector has contributed to a significant extent in overall employment situation in the country and has acted as a model employer by providing the workers with better wages and other facilities as compared to the private

Table 5. Employment in Organized Private Sector in India (Lakh Persons)(1988-2008)

Item	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
PRIVATE SECTOR																					
1. Agriculture, hunting etc	8.44 (11.42)	8.70 (11.65)	8.76 (11.55)	8.91 (11.61)	9.12 (11.62)	9.16 (11.67)	8.83 (11.13)	8.94 (11.09)	9.19 (10.80)	9.12 (10.50)	9.04 (10.33)	8.71 (10.01)	9.04 (10.45)	9.31 (10.76)	8.55 (10.14)	8.95 (10.63)	9.17 (11.12)	9.83 (11.63)	10.28 (11.72)	9.61 (11.12)	9.61 (11.12)
2. Mining & Quarrying	0.93 (1.26)	0.97 (1.30)	0.99 (1.31)	1.00 (1.30)	1.07 (1.36)	0.96 (1.22)	1.01 (1.27)	1.03 (1.28)	1.07 (1.26)	0.92 (1.06)	0.91 (1.04)	0.87 (1.00)	0.81 (0.94)	0.79 (0.91)	0.68 (0.81)	0.66 (0.78)	0.65 (0.79)	0.79 (0.93)	0.95 (1.08)	1.00 (1.08)	1.00 (1.08)
3. Manufacturing	43.95 (59.46)	43.89 (58.76)	44.57 (58.78)	44.81 (58.37)	45.66 (58.20)	45.45 (57.89)	46.30 (58.39)	47.06 (58.40)	50.49 (59.32)	52.39 (60.33)	52.33 (59.82)	51.78 (59.53)	50.85 (58.79)	50.13 (57.95)	48.67 (57.72)	47.44 (56.36)	44.89 (54.45)	44.89 (53.11)	45.49 (51.86)	47.06 (53.11)	47.06 (53.11)
4. Electricity, Gas & water	0.41 (0.55)	0.41 (0.55)	0.40 (0.53)	0.40 (0.52)	0.40 (0.51)	0.38 (0.48)	0.40 (0.50)	0.40 (0.50)	0.42 (0.49)	0.41 (0.47)	0.42 (0.48)	0.41 (0.47)	0.41 (0.47)	0.41 (0.60)	0.52 (0.50)	0.42 (0.59)	0.50 (0.57)	0.47 (0.58)	0.49 (0.58)	0.40 (0.46)	0.40 (0.46)
5. Construction	0.50 (0.68)	0.64 (0.86)	0.68 (0.90)	0.73 (0.95)	0.78 (0.99)	0.73 (0.93)	0.51 (0.64)	0.53 (0.66)	0.53 (0.62)	0.54 (0.62)	0.74 (0.85)	0.71 (0.82)	0.57 (0.66)	0.57 (0.66)	0.56 (0.66)	0.44 (0.52)	0.45 (0.55)	0.49 (0.58)	0.55 (0.63)	0.60 (0.63)	0.60 (0.63)
6. Wholesale & Retail Trade	2.83 (3.83)	2.86 (3.83)	2.91 (3.84)	3.00 (3.91)	2.96 (3.77)	3.01 (3.83)	3.02 (3.81)	3.08 (3.82)	3.17 (3.72)	3.17 (3.65)	3.21 (3.67)	3.23 (3.71)	3.30 (3.82)	3.39 (3.92)	3.35 (3.97)	3.60 (4.28)	3.51 (4.26)	3.75 (4.44)	3.87 (4.41)	4.00 (4.41)	4.00 (4.41)
7. Transport, Storage, Communication	0.51 (0.69)	0.51 (0.68)	0.52 (0.69)	0.53 (0.69)	0.54 (0.69)	0.55 (0.70)	0.56 (0.71)	0.58 (0.72)	0.60 (0.70)	0.63 (0.73)	0.65 (0.74)	0.69 (0.79)	0.70 (0.81)	0.76 (0.88)	0.76 (0.90)	0.79 (0.94)	0.81 (0.98)	0.85 (1.01)	0.87 (0.99)	0.99 (0.99)	0.99 (0.99)
8. Finance, Insurance, Real-estate etc.,	2.38 (3.22)	2.43 (3.25)	2.39 (3.15)	2.54 (3.31)	2.66 (3.39)	2.77 (3.53)	2.82 (3.56)	2.93 (3.64)	3.06 (3.60)	3.22 (3.71)	3.41 (3.90)	3.58 (4.12)	3.58 (4.14)	3.70 (4.28)	3.91 (4.64)	4.26 (5.06)	4.58 (5.55)	5.23 (6.19)	6.52 (7.43)	8.00 (7.43)	8.00 (7.43)
9. Community, Social & Personal Services	13.97 (18.90)	14.29 (19.13)	14.60 (19.26)	14.85 (19.34)	15.27 (19.46)	15.50 (19.74)	15.85 (19.99)	16.03 (19.89)	16.58 (19.48)	16.44 (18.93)	16.77 (19.17)	17.00 (19.54)	17.23 (19.92)	17.34 (20.04)	17.42 (20.66)	17.53 (20.83)	17.92 (21.73)	18.20 (21.53)	18.78 (21.41)	19.00 (21.41)	19.00 (21.41)
Total	73.92 (100.00)	74.70 (100.00)	75.82 (100.00)	76.77 (100.00)	78.46 (100.00)	78.51 (100.00)	79.30 (100.00)	80.58 (100.00)	85.11 (100.00)	86.84 (100.00)	87.48 (100.00)	86.98 (100.00)	86.49 (100.00)	86.51 (100.00)	84.32 (100.00)	84.17 (100.00)	82.45 (100.00)	84.52 (100.00)	87.71 (100.00)	90.00 (100.00)	90.00 (100.00)

Source: Ministry of Labour and Employment, Director General of Employment and Training, Economic Survey 2010-2011, Government of India, Ministry of Finance, Economic Division, New Delhi, PP.A.51-A.52.

Note: Figures in the parenthesis indicate percentage to the total.

sector. At the time of independence, activities of the public sector were restricted to a limited field like irrigation, power, railways, ports, communications and some departmental undertakings. After independence, the area of the activities of the public sector expanded at a very rapid speed. To assure the private sector that its activities will not be unduly curbed, two industrial policies were introduced in 1948 and 1956 respectively. These policy resolutions divided the industries into different categories. Some fields were left entirely for the public sector, some fields were divided between the public and the private sector and some others were left totally to the private sector. The

position of employment in organized sector is shown in table 1.

The table shows that the total employment in organized sector increased to 275.12 lakh persons in 2008 from 257.13 lakh persons in 1988 i.e. an increase of 1.1 times. The percentage share of public sector in total employment declined to 64.2 per cent in 2008 from 71.2 per cent in 1988 whereas the percentage share of private sector increased to 35.8 per cent in 2008 from 28.8 per cent in 1988.

II. Sex-wise Employment in Organized Public and Private Sectors in India:

The change in the female employment, the

sex-wise position of employment in organized sector of the economy is shown in table 2.

The table reveals that percentage share of male employment in both public and private sector declined to 82.8 per cent and 75.0 per cent in 2008 from 88.0 per cent and 86.6 per cent in 1990 whereas it increased to 17.1 per cent and 25.0 per cent in 2008 from 12.0 per cent and 18.4 per cent in 1990 in both the sectors in the case of female employment. On the whole, the percentage share of male employment in organized sector declined to 80.0 per cent in 2008 from 86.2 per cent in 1990, whereas it increased to 20.0 per cent in 2008 from 13.8 per cent in 1990 in the case of female

employment.

Category-wise employment of public sector in India

The employment trends in various organizational bodies are an interesting phenomenon. The body wise employment position in public sector is shown in table 3.

The table reveals that the total employment in public sector declined 176.74 lakh persons in 2008 from 183.21 lakh persons in 1988. Among the various bodies the percentage share of employment in Central Government declined to 15.5 per cent in 2008 from 18.4 per cent in 1988 whereas it increased to 40.6 per cent in 2008 from 37.0 per cent in 1988 in State Government bodies. At the same time the percentage share of Quasi Government in total employment was nearly 33.0 per cent during the period whereas it was nearly 12.0 per cent in the case of local bodies.

Employment in organized public and private sector in India (lakh persons):

The trend of changes in various sectors of organized sector both public and private, the sector-wise position of employment is shown in table 4 and 5.

The tables indicate that the employment in agriculture and hunting declined both in public and private sector. The percentage share of employment in public and private sector declined to 2.7 per cent and 10.1 per cent in 2008 from 3.0 per cent and 11.4 per cent in 1988. The percentage share of employment of mining and quarrying increased to 6.3 per cent in 2008 from 5.2 per cent in 1988 in public sector whereas it was on average 1.2 per cent during the same period in private sector. Percentage share of employment of manufacturing sector in both the sectors declined to 5.9 per cent and 50.5 per cent in 2008 from 10.2 per cent and 59.5 per cent in 1988. In the case of electricity, gas and water the percentage share of employment remained constant at an average 5.0 per cent in public sector and 1.0 per cent in private sector. In case of construction the percentage share of employment in public sector declined to 4.8 per cent 2008 from 6.6 per cent in 1988 whereas it was on an average 1.0 per cent during the same period in private sector. In the case of wholesale and retail trade the percentage share of employment more or less remained constant at an average 1.0 per cent and 4.0 per cent in public and private sector. In the case of transport, storage and communication it declined to 14.9 per cent in 2008 from 16.4 per cent in 1988 in public sector whereas it was on average 1.0 per cent in the private sector. In finance, insurance, real estate the percentage share of employment in the both the sectors increased to 7.6 per cent and 11.1 per cent in 2008 from 6.0 per cent and 3.2 per cent in 1988. The percentage share of employment in

community, social and personal service in the both sectors also increased to 50.1 per cent and 22.1 per cent in 2008 from 47.1 per cent and 18.9 per cent in both the sectors.

CONCLUSION

Employment is an important aspect for economic development. India is a conventional varied developing economy with important private sector contribution to it. The present study records the major changes in the trends of employment of organized sector in India during 1988-2008. The following conclusions have been arrived: (i) the total employment of organized sector have increased slightly. Within the organized sector, the public sector employment has declined, whereas private sector employment has increased to a greater extent. (ii) The percentage share of male employment has declined throughout the period whereas female employment increased in both public and private sectors. (iii) Among the various sectors the percentage share of agriculture and hunting has declined in both the sectors. (iv) The share of employment of mining and quarrying has increased in public sector whereas it was more or less constant in the private sector during the study period. (v) The share of employment of manufacturing sector in both the sectors has declined. (vi) In construction sector the percentage share of employment in public sector has declined whereas it remained constant in private sector on average. (vii) The share of employment in whole sale and retail trade in both the sectors remains constant. (viii) In the case of transport, storage and communications declined in public sector whereas it remained constant in private sector. (ix) Finally the percentage share of employment in total in the case of finance, insurance, real estate, community, social and personal service has increased in both the sectors. On the whole the structure of employment has undergone various changes in the organized sector of India. The new employment opportunities are likely to be generated in the unorganized sector. It will be characterized by poor condition of worker, lack of employment and social security providing.

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