

LABOR MARKET

CHALLENGES AND DEVELOPMENT - AN OVERVIEW ABOUT INDIA AND EUROPEAN SCENARIO

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PURPOSE

THIS study is about analyzing labor markets scenario in developed and developing countries searching for both improved understanding and greater policy relevance. The purpose of this study is to provide an overview of those aspects of India and European nation, about labor market that are important for interpreting data on the trade strategies-employment relationship and to indicate how the countries covered in the project have fared with respect to growth of employment or reduce rate of unemployment, skill base education, current education system which indirectly concerns with labor force and its market demand. This study also focuses on the one of the biggest issue i.e. child labor in current labor market trend.

Design/Methodology/Approach: *The study focuses on challenges and development in labour market, which means different opportunities for economic growth and overall development of country. The methodological approach is mainly descriptive. The analysis will be based on relevant statistical data from secondary sources from national and international literature.*

Findings: *Findings: This paper highlights the gaps in the labor market in Indian and European scenario. There are loopholes in terms of age gaps in working population especially in low skilled based jobs. The paper emphasizes these problems and addresses on these issues to narrow down the gaps.*

Research Limitations: *The study is more descriptive in nature. The accuracy of the analysis is dependent upon the accuracy of the data reported by secondary information.*

Practical Implications: *The study provides solutions to the issues cited in the paper. For instance, for categorization of labor market i.e. to narrow down this gap an ignition of the young youth is required in terms of increased exposure to technology and more quality – based formal training and education as well as cognitive development .*

Originality/Value: *This paper describes an independent, self-carried analysis of labor market scenario in India and European context by the researcher. The findings are own independent assessment of the researcher.*

Key Words: *Labor market, Unemployment, employment, education, growth, skills, child labor.*

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Introduction

Exploring the labor market dynamics of the EU nations, it is expected that the overall dependency ratio will decline in India. However, there exist wide disparities in labor force participation rates across gender in the Indian labor market. In the context of aspiring youth and growing aged population, it is important to draft labor market policies that integrate skill development, inclusion of women and aged person in the labor market, and the provision of social security, employment, activity wise composition among labour force.

This study provides overview about the salient features of the Indian labor market. First, it captures the emerging dependency scenarios and labor force participation rates in India. It then compares the Indian scenario with European economy. Research mainly focus on the current state of education, skills development, and employment for Indian youth, and considers the challenges faced by India's skills development system.

Data and Methods

In the following sessions, the study focuses on challenges and development in labourmarket, which means different opportunities for economic growth and overall development of country. The methodological approach is mainly descriptive. The analysis will be based on relevant statistical data from secondary sources from national and international literature.

Results and Discussion

While looking at the same time and exploring dependency ratio, it appears that India have modern fall in general dependency ratio (defined as population under age 15 and above 60 as a proportion of populace in the age proportion of 15-60) in the course of 2010-2050, even as EU nations are possibly to report steady flourishing in general dependency ratios. Quite essential, in the course of this period, overall dependency ratio of India can also drop from 55% to 47%, because of a probable fall in youngster's dependency ratio from 46% to 29% that emanates from the projected drop in fertility rate. But, old age dependency can also flourish from 8% to 20%. This tosses a major project for the labor market to soak up the burgeoning size of job seekers who are 60 years and above. As per the study conducted by Paul (2014) on evaluating the labor market dynamics, it is projected that in future the total dependency ratio will decline in India. However, there exist wide disparities in labor force participation rates across gender in the Indian labor market.

Table No. 1: Dependency Ratio

Major Area, Region or Country	Total Dependency Ratio (%)			Old-age Dependency Ratio (%)			Youth Dependency Ratio (%)		
	2010	2030	2050	2010	2030	2050	2010	2030	2050
India	55.6	45.3	47	7.7	12.2	20.2	47.9	33.1	26.8
European countries	46.2	64.2	74.6	22.5	32.9	52.8	22.4	27.6	29.5
World	52.7	52.3	56	11.6	17.8	25.3	41.2	34.5	30.6

Source: ILO (2010).

Challenges Facing Skills Development Efforts

In current scenario, young people in developing countries who are in search of work face tremendous problems. Firstly, in the global scenario the competition has intensified amongst corporations and industries, requiring them to improve the performance and first-rate of their services and products. This forces them to recruit less, but greater skilled workers. Secondly, the global financial crises and new inclinations have directed companies and industries to interact in big restructuring, resulting in fewer new job openings and creating unemployment, particularly among youth. A

Table No. 2: Labor Force Participation Rates

Major Area, Region or Country	Male						Female					
	Ages 15+ (%)		Ages 15-64 (%)		Ages 65+ (%)		Ages 15+ (%)		Ages 15-64 (%)		Ages 65+ (%)	
	2010	2020	2010	2020	2010	2020	2010	2020	2010	2020	2010	2020
India	81	80.5	84.6	85.2	29.7	26.3	32.7	32.4	35.3	35.5	2.1	2.1
European Countries	52.3	51.6	66.9	67.2	20.6	23.9	49.4	50.7	65.9	66.4	18.5	20.9
World	77.7	76.7	82.6	82.7	29.2	28.6	51.6	50.6	56.8	56.6	11.8	12.8

Source: ILO (2010).

From the above table, it shows projected Labor Force Participation Rates (LFPR)

1. Ratio of below 15 years population to 15-64 population
2. Ratio of above 60 years population to 15-64 population

*Labor Force Participation Rate (LFPR) refers to the ratio of labor force to population.

study conducted by World Bank (2012a), and Okada (2012) highlighted that globally around 200 million people are unemployed, together with 75 million below the age of 25. Thirdly, the development of data and communication generation (ICT) is taking place at remarkable speed which requires employees to have greater, and extra complicated, cognitive capabilities than ever. In the current scenario, the world economy is turning into a job based on cramping mode of employment, i.e., “know-how-based” – totally, lacking better understanding of the depth of knowledge and abilities to carry out the job.

Fourthly, worldwide labor markets are becoming more and more capsulated and flexible (Standing, 1999). Organizations are adopting greater flexible employment practices. An enormous proportion of people who are pictured as free labor, having no job security and stronger career prospects, migrate to other countries in search of work and increased ways of earning a livelihood. The young talent in developing countries is getting exposed to more labor markets; however, this new foundation of youth over-shadows their own country in terms of greater prospects abroad.

The capabilities improvement systems in maximum growing nations are poorly prepared to fulfill these demanding situations and prepare youth with the work talents they need. Skills development is the most difficult sub-sector to arrange and manipulate inside the training sector, (Asian Development Bank 2008, p.x). Furthermore, efforts at skills improvement have to regularly meet multiple objectives namely reduction in poverty levels, serving as reservoir to exchange young people with lower level of skills so that they don't engage in social issues.

Setting the stage: Youth unemployment in Europe, and India

Youth unemployment seems to be quite moderate in India. Conservatively measured as a percentage of the equivalent 'active' labor force, youth unemployment was only about 11% in 2011-12 compared to about 23% on average in the European Member States (EU-28).

On the other hand, the Indian case is in at least four respects unique from Europe First, the conventional degree of young generation unemployment has extreme failings which result in a whole lot of misperception. to start with, it does no longer do not forget that increasingly more young people enter and stay in schooling (secondary or full-time vocational faculties or universities); in other words, they may be now not available to the hard work market and do no longer belong to the “energetic hard work force”. Furthermore, the traditional degree of youngster's unemployment does now not take into account that many young human beings become discouraged and withdraw

Table No. 3: Youth Unemployment Indicators: India Compared to Europe in Percent

	India	Europe
Youth Unemployment Rate (Unemployment youth 15-24 as percent of youth population).	≈ 11	< 23.2
Youth NEET Rate (youth 15-24 not in employment. Education or training as percent of youth population)	≈ 28	13.2
Youth Unemployment Rate woman/Men (for India-urban areas).	≈ 1.8	< 1
Youth Unemployment Rate/Adult Unemployment Rate (Unemployment youth 15-24 as percent of youth population).	≈ 3.3	2.5
Youth Unemployment Rate High Educated (for India-male urban areas) (for India-female urban areas).	≈ 16 ≈ 23	18.8
Youth Unemployment Rate Low Educated (for India-male urban areas) (for India-female urban areas)	≈ 3 ≈ 2	31
Youth Unemployment Ratio (Unemployment youth 15-24 as percent of youth population 15-24).	N.A.	9.8

Source: NSSO (2014:192), OECD/ILO (2014:6), OECD (2014), own calculations. Data for India refer to the years 2011/12, except NEET (2009/10); data for Europe represent most recent available figures (2013/14) or 2012 (NEET).

from the ‘energetic’ labor pressure. Young people unemployment measured in NEET and associated with the entire teenager’s populace takes a broader spectrum of jobless human beings into account, touching on it to the entire teens populace: youngsters neither in employment nor in education or training as a percentage of the total kids population is plenty higher in India by way of an approximate degree introduced by way of OECD/ILO (2014); it’s far within the variety of 28% in comparison to 13.2% in Europe. The fourth amazing difference is the fact that educated children in India face a miles higher danger of unemployment than the low knowledgeable, while in Europe, it’s miles the alternative way spherical. The unemployment rate of excessive-educated (“graduated & above”) younger Indian ladies in city areas is 23% in comparison to most effective 2% of low-educated (“literate and up to primary stage”) younger ladies. In Europe, the unemployment hazard of distinctly educated youth is on average most effective about half of the unemployment chance of low-skilled. This instructional gap still holds proper if we have a look at the whole youth cohort aged 15 to 29 in phrases of NEET charges in OECD international locations.

Main Causes of Youth Unemployment and Possible Policy Strategies

The issue of youth unemployment is certainly complex but as Nobel Prize winner Robert Solow once said – “fine distinctions make bad policy”. So, a simple but powerful causal framework with corresponding policy strategies might look like the following Figure No. 2.

Trends in Demographics, Industrial Structure, and Labor Markets in India

Singh et al., (2010) pointed out that due to lack of livelihood opportunities, people in rural India leave in search of work. The incidents of distress migration due to erratic rainfall has also increased. Also, the problem of unemployment has been abundant mostly in all the states. Singh (1999) provided the new dimensions of measuring and reporting human capital.

Unemployed youths (14-25) as Percentage of youth labor force, November 2013

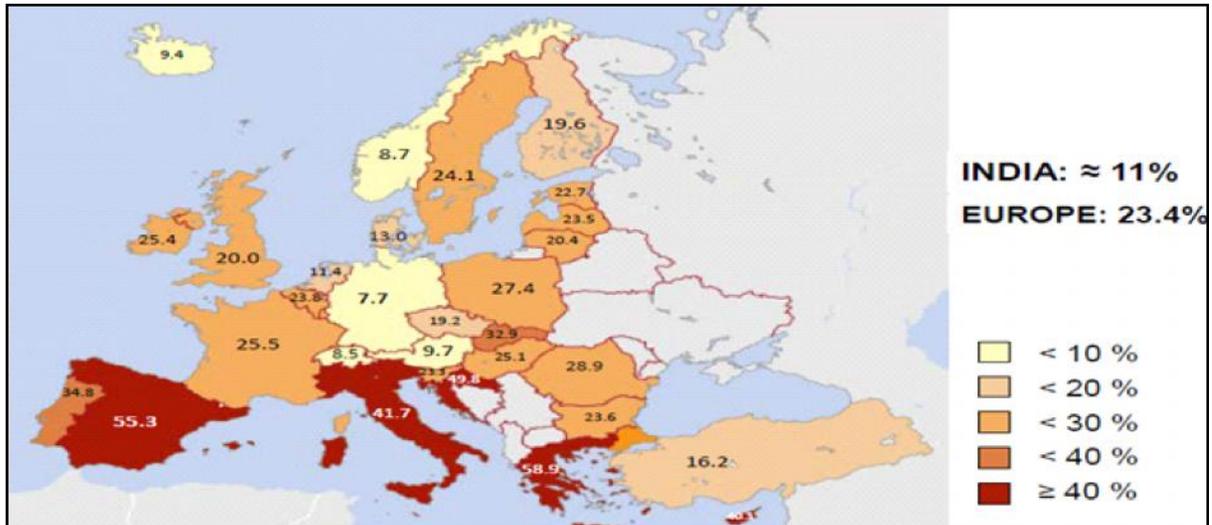


Figure No. 1: Youth Unemployment Rates in Europe

Source: NSSO (2014).

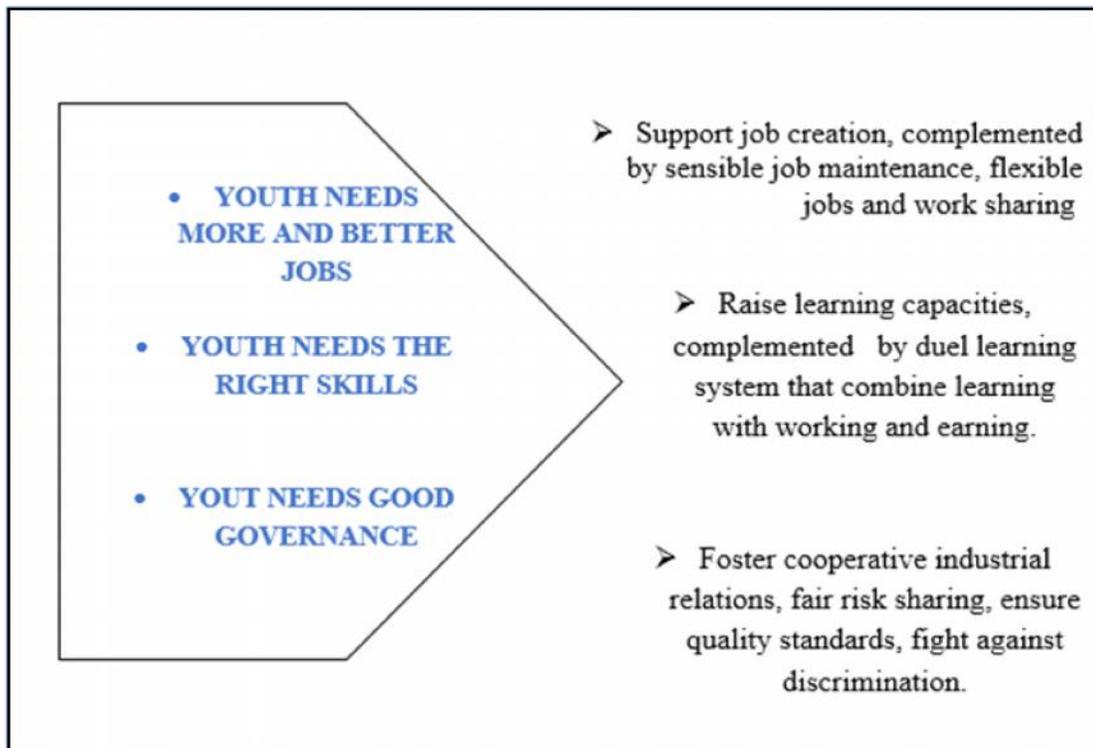


Figure No. 2: Youth Unemployment: A Simple Causal Framework and Possible Policy Strategies

This segment presents a snapshot of India’s demographic and labor market trends to provide background for the discussions and some key facts about Indian labor market.

Segmented Labor Market Structure

India's labor marketplace is quite stratified and segmented. Table No. 4 shows that in the year 2004-05, only 6.9% of the total working population was employed in the organized sector. Out of this proportion, 47% of labour force was engaged under public sector and the rest 2.2% was engaged under private sector.

Table No. 4: Structure of Labor Market in India

Sector	No. of Employees (in millions)				Average Annual Growth (%)	
	1983	1993-94	1999-2000	2004-05	1983 to 1993-94	1994 to 2005
Total Population	718.10	893.68	1,005.05	1,092.83	2.1	1.9
Total Labor Force	263.82	334.20	364.88	419.65	2.3	2.1
Total Employees	239.49	313.93	338.19 (100%)	384.91 (100%)	2.6	1.9
Organized Sector	24.01	27.37	28.11 (8.3%)	26.4 (6.9%)	1.2	-0.3
Of which, in Public Sector	16.46	18.32	19.41 (5.7%)	18.2 (4.7%)	1.5	-0.7
Of which, in Private Sector	7.55	7.93	8.70 (2.6%)	8.3 (2.2%)	0.4	0.6

Sources: GOI 2008.

Notes: Employees include self-employed. Figures in parentheses indicate share of total employees. CDS data.

With an increased weight to the various types of employment, about one-third of the total employees are informal workers, and about 43% are low skilled and self-employed. Only 17% of them acquire an everyday normal living salary or wage.

Figure 3 shows that casual workers and the self-employed collectively account for greater than 90% of rural working population and approximately 50% of urban working population. Furthermore, the share of casual labour in rural regions expanded to 38% in 2009-10. It is typically challenging for young generation, mainly in rural regions and in particular if they are poorly educated to locate first rate jobs with long-term steadiness and safety. Apparently, no matter the financial reforms that India added since the mid-1980s and 1990s, employment development stagnated in the 1990s and 2000s, making the one decade, a length of "jobless growth". As a result, even the growing Indian economic system did not create enough jobs to accommodate its new young aspirants into the labor market.

In contrast to the experience of East Asian nations, the growth in the service sector in the Indian economy has been very significant. As figure IV indicates, even as the agriculture zone's contribution to GDP has progressively declined and that of the commercial section has grown barely, the proportion of the service sector has developed pretty hastily. In 2010, it accounted for 55% of India's GDP.

The analysis of quantum of employment in each area in 2008 suggested that agriculture was the most important sector accounting for 54% of labour force engagement whereas industry and service sector accounted for 18% and 27% respectively. In rural regions, on-farm employment has also grown to 35% of the rural team of workers in 2009-10 from 30% in 2004-05. Regarding employment

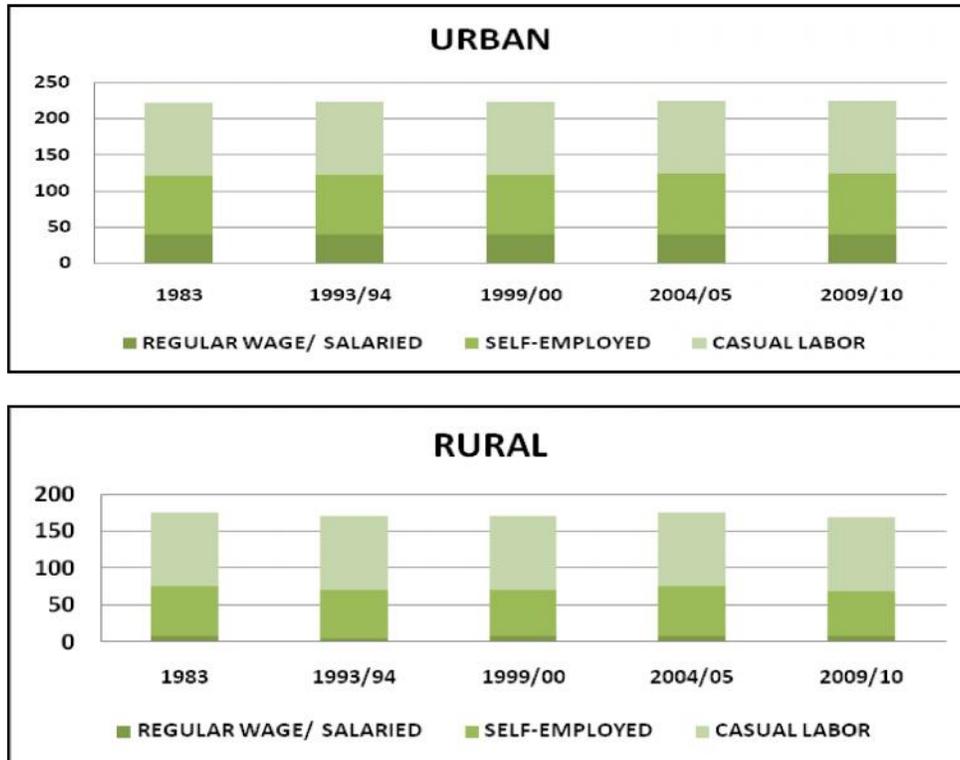


Figure No. 3: Distribution of Rural and Urban Workers in India, by Employment Type
Source: World Bank (2012b).

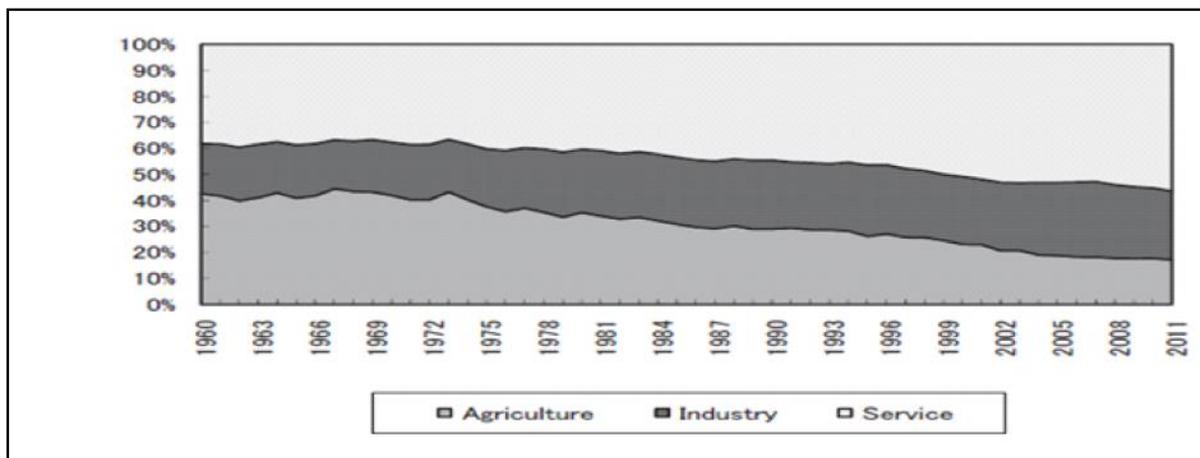


Figure No. 4: Value Added as Percentage of GDP

Source: World Bank, World Development Indicators, various years.

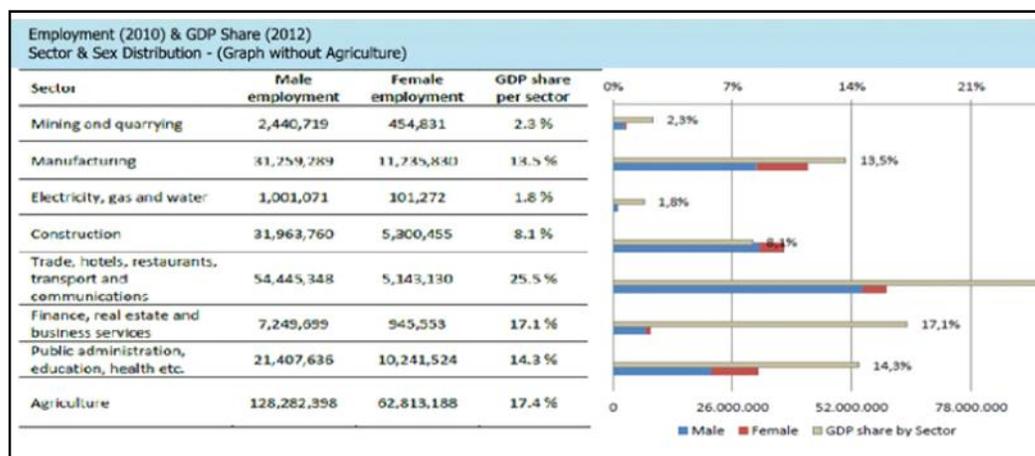
structures in non-agricultural sectors, it was found that apart from production, which is 26% of non-agricultural production; only a few subsectors of the provider region inclusive of both wholesale and retail as well as private provider have been increasing. They are now accounting for about 48.6% and 35.6% respectively, regarding non-agricultural employment. (GOI, 2008a).

Table No. 5: Social Security and Employment Status (Rural + Urban) (2009-10) (Age group 15-64; Male + Female, Employed) (Per cent)

Economic Activity	Informal (%)	Formal (%)	Total (%)
Agriculture, Hunting and Forestry	99.9	0.1	100.0
Fishing	98.3	1.7	100.0
Mining & Quarrying	66.3	33.7	100.0
Manufacturing	87.7	12.3	100.0
Electricity, Gas and Water Supply	27.5	72.5	100.0
Construction	97.8	2.2	100.0
Trade	98.2	1.8	100.0
Hotels & Restaurants	96.5	3.5	100.0
Transport, Storage and Communication	85.1	14.9	100.0
Financial Intermediation	44.5	55.5	100.0
Real Estate & Other Business activities	73.5	26.5	100.0
Public Administration	13.4	86.6	100.0
Education	42.5	57.5	100.0
Health and Social Work	54.9	45.1	100.0
Other Community, Social, Personal services	96.6	3.4	100.0
Undifferentiated Production	98.6	1.4	100.0
Extra Terrestrial organization	100.0	100.0	
Total	92.0	8.0	100.0

Source: Computed from National Sample Survey (NSS) 66th Round unit level records,

Sectoral Employment



Source: Survey Results on Employment and Unemployment Situation in India, NSS.

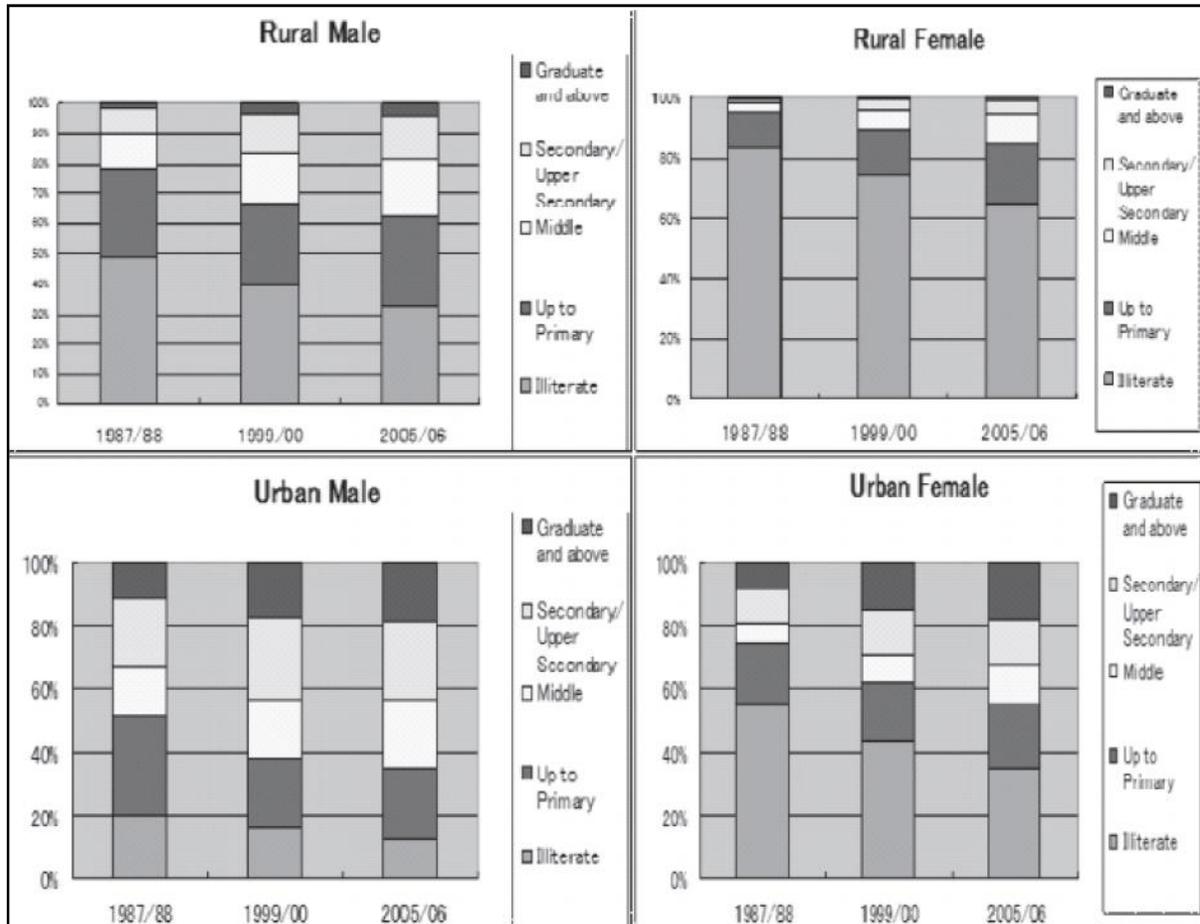


Figure No. 5: Trends in Educational Composition of the Indian Workforce by Gender and by Location

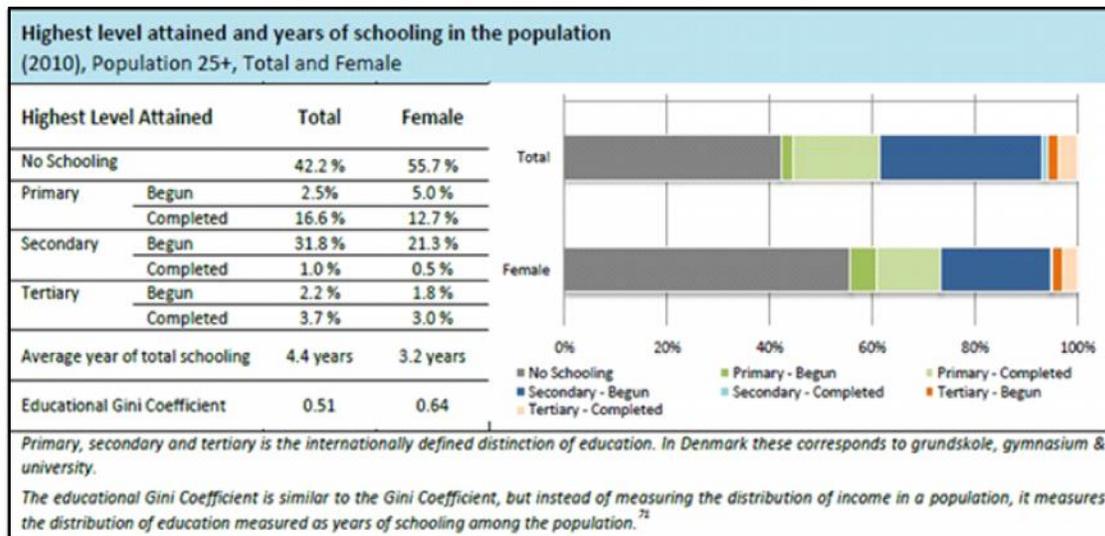
Sources: NCERT (2009); India Yearbook (2009).

Figure No. 5 demonstrates the configuration of the Indian group of workers through instructional attainment for males and females, and in urban and rural regions. The figure shows that apart from urban male labour force, the rest of the labour force continues to be “minimally educated,” i.e., with no schooling at all or hardly any effective primary education. Thus, there is a threat that the “demographic dividend” would possibly honestly change into a “demographic deficit” (Paul, 2011) if the forthcoming young applications strength cannot get adequate training.

Education and Training Opportunities for Indian Youth Access to Education and Training within the Formal Education System

Characteristics of the Working Age Population

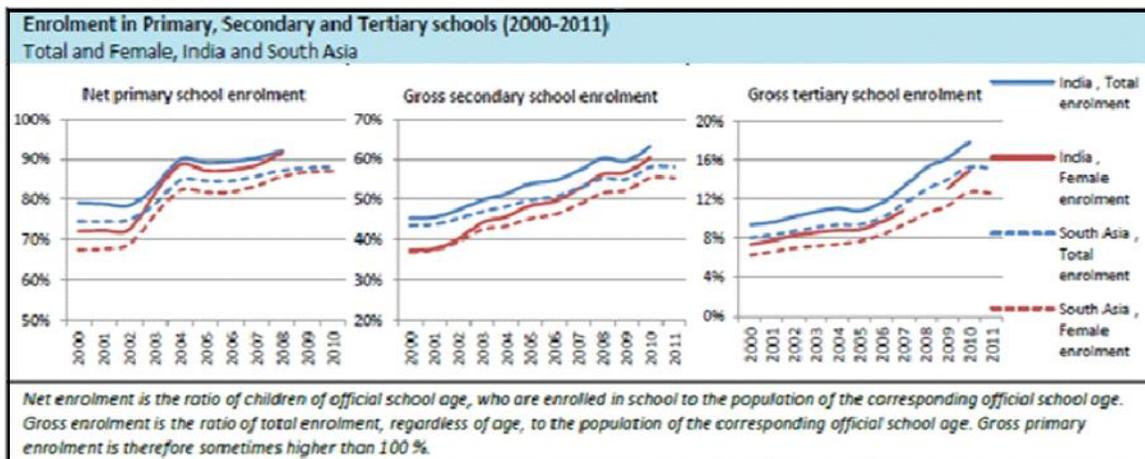
Indian population is divided among, greater than 40% who have never been to school and those who have education, where most have developed into secondary schools. Women are understated in all kinds of education, particularly having greater who’ve no education. The graph above shows the educational accomplishment of all Indians above 25 years, consequently gives a glance of the human capital of the labor force. The massive wide variety of uneducated and those with much less than adequate number of trainings are a probable trouble for India’s development. Nevertheless training in agriculture where formal capabilities are less needed. Ability improvement has increased



Source: *Employment and Unemployment Situation in India 2009-10 (Part I), NSS 61st Round, Government of India.*

consciousness. Maximum traditional ability training is directed at hi-tech sectors, while 80% of the populace does not own marketable competencies. The shortage of identifiable or certified competencies limits mobility and employability making it much hard for those employees to be included inside the improvement that India is undertaking.

India has higher employment subscriptions into primary, secondary and tertiary education, than the average for South Asian countries.



Source: Growth rates are computed from figures based on National Accounts Statistics, Central Statistical Organization, cited in the Economic Survey 2011, Government of India.

Vocational Training

There's a large demand-supply ability gap in India. Nearly 90% of the jobs are "skill based", which needs the necessity of vocational training. With a proportion of vocational college students between 15-24 years old at 0.3%, the variety is considerably low, however at a comparable degree, common for South Asian countries, most of the Vocational Training Schooling Institutes have been categorized

Vocational Training		
Pupils in vocational training (2008)	India	829,377
Ratio of pupils in vocational student to all pupils in secondary education (Average 2006 - 2008)	India	0.8%
	South Asia	1.3%
Ratio of pupils in vocational student to all pupils in secondary education	India	0.3%
	South Asia	0.5%

as operationally inflexible and obsolete centralized applications that do not have a great deal linking with the triumphing marketplace conditions. Out of doors the faculty system, applicable Vocational Training Centers are unable to gear up, to handle the demand and are on the other hand to best a specific wide variety of students who've exceeded as a minimum stage 10 and 10+, it's been envisioned that almost 75 to 80 million jobs could be created in India over the next five years. It has also been assessed that nearly 75% to 90% of all additional employment will require a few Vocational Training.

India followed a countrywide talents development policy in 2009. It aims to guide abilities improvement techniques and tasks of all stakeholders. It has set an ambitious goal of skilling 500 million humans by 2022. It has also been assessed that till 2022, the United States of America will see a manufacturing competencies hole of almost 90 million people, which is nearly twice the modern determine. Seventy- eight Institutional structure has been put in area, however there is still lengthy way to move in line with the authorities. Seventy-nine among others, ability formation mainstream to the formal schooling machine has been indexed as a necessity.

Child Labor

Child Labor is a matter of great concern to many developing countries like India. It has become a socio-economic problem which deprives children of their childhood, potential and dignity. The World is home to 1.2 billion individuals aged 10-19 years. India has the world's second largest population with largest number of child labors. The main causes of child labor include poverty, unemployment and excessive population. Working children are the objects of extreme exploitation in terms of toiling for long hours of minimal pay and generally these labors work in hazardous factories. Unless the standard of living improves at the lower levels of society, children will be forced to work. Therefore, the most essential part in this regard is the effective implementation of policies and strict enforcement of labor laws in India. The government of India has also taken various other initiatives to eliminate child labor problem.

Migration

India is a country of origin, transit and destination for a large number of migrants on the global platform. Fewer people migrate out of India than the South Asia's average and India also receives

Migration		
Net Migration (2008-2012)	India	-2,294,049
Net Migration to average population per year (2008-2012)	India	-1 : 2,628 inhabitants
	South Asia	-1 : 1,135 inhabitants
Personal transfers i.e. remittances received, % of GDP (2012)	India	3.70%
	South Asia	4.70%

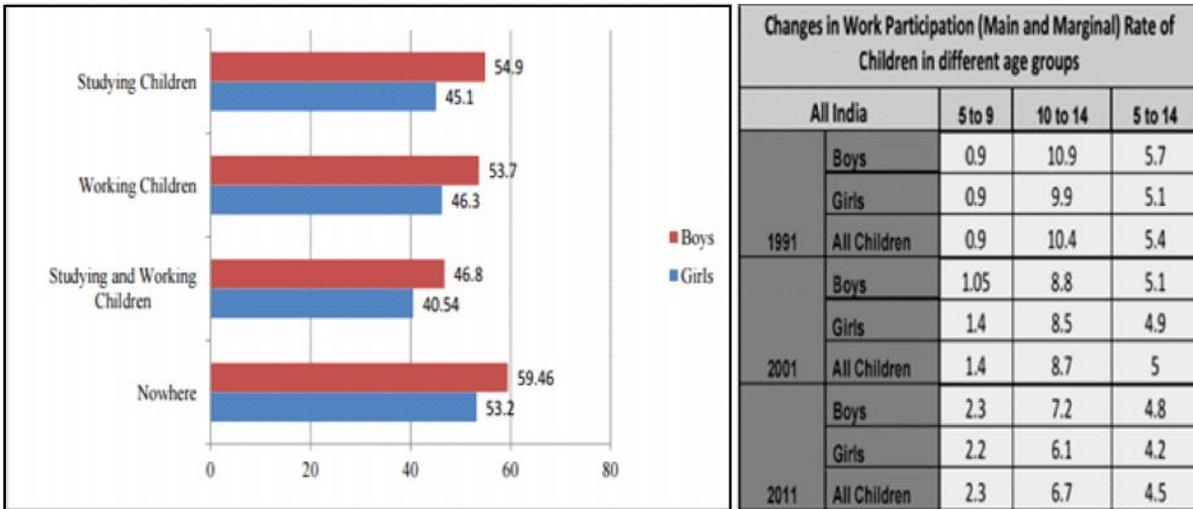
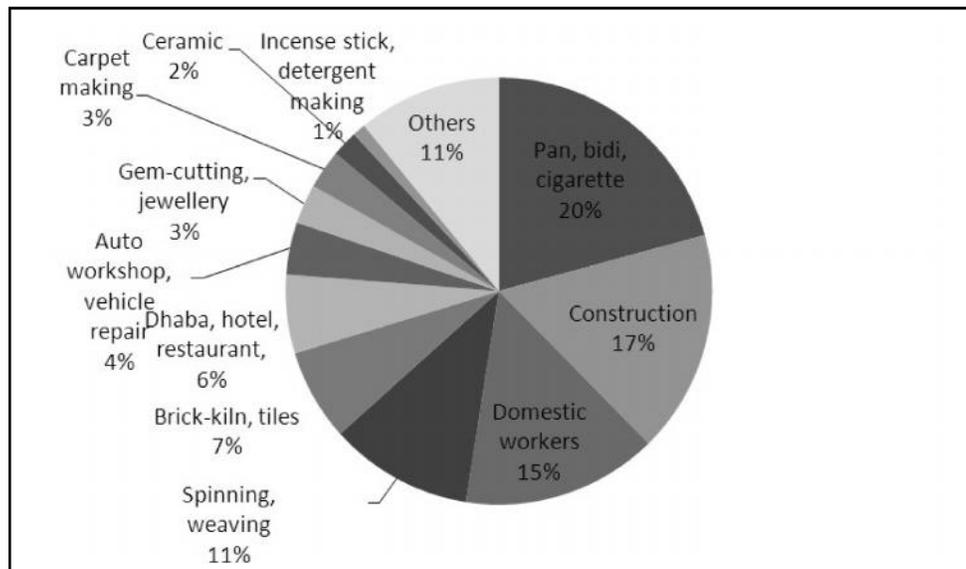


Figure No. 6: Sex Wise Studying and Working Status of Children (in percentage) (5-14 years)

Source: Census (2001).



Source: Ministry of Statistics and Programme Implementation (2012).

fewer remittances. Opportunities in urban areas for employment and education have been a pull factor attracting migrants from rural to urban areas. Moreover, India's undocumented foreign workers do not receive basic occupational health and safety protections.

Summary

In today's world scenario, Indian economy has been categorized as a transforming economy. There has been immense development in the field of science, agriculture and education sector in India in terms of policies and law. Despite that, the level of Indian market and labor force is disoriented and disorganized. Although, the government has put in lot of efforts to improve the current situation but the efforts are going to vain. They are not able to eradicate the problem at the grass root level. The main reason for a

high unemployment rate and labor sector being disorganized is the increasing population and poverty. According to Okada (2012), the increasing population is one of the main reason depriving access to every Indian of good education and training. Due to being deprived of high level schooling, skill and cognitive development training people turn towards low skilled, low- waged jobs to supplement the necessities of living i.e. food, shelter and clothing. Also, the population is not only demographically divided but economically too categorized as lower, middle and upper income groups. With people in upper and middle class, living life in luxury, and those in the lower living life as pauper. There is a huge socio-economic gap in India which is the root cause of problems like unemployment, brain drain, migration and of course child labor. On the other hand, the European countries characterized by globalization, ageing populations, urbanization and the evolution of social structures is witnessing accelerated rate of change of labour markets. New jobs and skills are emerging as technology and innovation generate new demands. The downturn and exit strategies are increasing the pace and making economic restructuring inevitable. In recent years, these changes have catapulted the demand for both highly skilled and medium skilled workers in a large number of European countries.

To be globally and internationally strong at the economic level, it is required by the Government not to just implement but to enforce strict law policies that gives rights of education and good skill development training to the upcoming youth of India. As youth are the base of foundation of a powerful and developed economy but due to problems of illiteracy and socio-economic gap, most of the youth waste their life and potential talent in low and disorganized jobs or migrating to other countries in search of better job opportunity. The first and foremost priority of the Indian Government is to enforce a strong law and education system to ignite the young minds, which in the long run will bolster the economic growth of India, as rightly said youth are the stakeholders/backbone of a countries economy. Proper education and cognitive skill development will guide the youth and future generation to the direction of globally strong economy, based on background of high skill, cognitive abilities and less problems of poverty and socio-economic gaps and will also help in organizing the labor market where there will be more employment and workforce in formal and skilled jobs than unskilled and low-esteem level jobs.

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