



WORKFORCE OF INDIA, ITS SIZE, OPPORTUNITIES AND MAIN PROBLEMS (TRANSFERRING THE WORKFORCE FROM PRIMARY SECTOR TO SECONDARY AND TERTIARY SECTOR OF ECONOMY)

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ABSTRACT

The growth of a country depends upon the efficiency and capacity of its human resources. Human resources play the most important role in the process of production. In present age the human resources of India is passing through the structural changes of economy. It is an important phase in development of Indian economy. Present article is related to opportunities, main problems and solutions of human resources of India.

Key Words: Per capita agriculture land, Disguised unemployment, skill development, Mobility of labors

Introduction

Workforce is the strength of workers which is actually employed in an economy. Efficiency and employment structure of workforce play an important role in the growth of an economy. In case of Indian economy, it is highly developing economy of world in present age. Its sector wise employment structure is regularly changing. At the time of independence of the country primary about 2/3 of its workers are employed in primary sector of economy. Due to the population blast per capita agriculture land is regularly reducing. It may clear by following table.

Per capital agriculture land in India

Year	<i>Per capita agriculture land</i>
1951	0.48 Hectare
1980	0.23 Hectare
1990	0.19 Hectare
2001	0.14 Hectare
2014	0.13 Hectare

(Source; Nation master.com & env.for.nic.in)

Above table is clearly showing that the per capita agriculture land reduced to 0.13 hectare which was about 0.5 in year 1950. Population blast was the main reason of reduction in per capita land in India. It prepared a heavy workforce in India.

Top ten Work forces in world

Rank	Country	Work force (In Millions)
1.	China	801.600
2.	India	502.200
3.	European union	230.100
4.	USA	156.000
5.	Indonesia	124.300
6.	Brazil	110.900
7.	Bangladesh	80.270
8.	Russia	75.250
9.	Japan	65.930
10.	Pakistan	62.420

(Source; CIA the World fact book)

Main reasons of heavy workforce in India

1. Population blast – Population Explosion refers the sudden and rapid rise in the size of Population. Population of India is estimated at 1260 million as of July 1 2014. It was about 370 million in 1951. India ranks number 2 in the list of countries by population. Population blast was the main reason of heavy work force in India.

2. Increase in life of population Indian population's life expectancy in 1950 was 37 years and by 1960 it increased to 44 years. This means that when the British left India we were in a pathetic state health-wise, but it is 66 years in present. Increase in average life of population also a main factor of increasing workforce.

3. Religious status of marriage – in India marriage is a sacred obligation and a universal practice. The every woman is married at the reproductive age. Marriage is considered compulsory in various religions in India .it responsible to increase in birth rate in India, it also responsible for heavy labor force in India.

4. Improvement in health facilities – Health facility of India is not near the standard of developed countries but it is improved from independence. Availability of doctors on per million of population was about 170 become 700 in 2013. Improvement of health facility, control over deadly diseases also increases the population as well as work force.

Another problem of Indian economy is the less efficient workforce. Human skills are the main factor of production process of a firm. Scarcity of skilled labors inducing a large part of workforce in surviving with lower wages.

Main reasons of low wages rate and less efficient workforce in India

1. Low Investment output ratio – The rate of economic growth of a country depends upon the rate of capital formation and capital-output ratio. Capital-output ratio determines the rate at which output grows as a result of a given volume of capital investment. For example, a capital-output ratio of 4 would mean, in Indian rupees, that a capital investments in the addition of output worth Re. 1. Investment output ratio affect the size of investment in various industries. India is suffering by low investment output ratio in various industries, it is responsible for low wages in India.

2. Delay in economic reforms ;_various decisions of economic reforms are not taken in time and many are pending or still awaiting for execution like as gst. bill direct tax code bill etc. Law related with labor in various sectors need to be revised

3. Lack of quality infrastructure – lack of quality infrastructure like as roads, railway transport, warehouse electricity, financial services also responsible for low industrial growth and which induce a large part of labor in primary sector of economy with low wages.

4.Slow industrial growth – secondary sector of economy of china provide 28.7% employment in 2014 to its population while in India secondary sector provide only 14% employment to its population which shows less industrial growth or less industrialization in India .

5.Deficiency of skill development programs – the idea is to raise confidence, improve productivity and give direction through proper development of skill at an young age, right at the school level is very essential to channelize them for proper job opportunities. Slow rate of formation of human capital, ignorance of skill development programs and lack of employment oriented education also responsible for low wages and less per capita GDP.

6- Disguised unemployment- A large part of labor force of India engaged in agriculture about 50% of population earn their living from agriculture. Hidden unemployment induces them to live with low income.

7- Stake of owners of land vs. labor -Cultivators of agricultural land are not actual owners but they are hired labors. A low part of production/income is distributed to labor, it also responsible for low wages.

Conclusion

Main question is that what is the important step in human resource development in India? It is the speed up the shifting of extra labor from primary sector to secondary and tertiary sector of economy. Primary sector of Indian economy specially agriculture is the site of disguised unemployment. It reduce the overall average productivity of agriculture labor. By shifting the labors to secondary sector and tertiary sector we can reduce the burden of labors on agriculture. It is very hard nut to crack but should be within the target of next 10 years. Skill development, building of quality infrastructure, increase in mobility of labors etc. are the basic works which can helpful to achieve the target. Development of high speed goods and passenger carrier trains in India should be in preference of policy makers of India. It will prove a power booster for Indian economy. It will increase the mobility of goods and labors. Finally it can be said that the development of high speed trains, speed up the skill

development programs, and Industrial development are the roadway of labor transfer from primary sector to other sectors, while development of the country and better life of citizens will be reward of this challenge.

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