

STATE OF WORKING INDIA 2018



About Azim Premji University's Work on Sustainable Employment

Azim Premji University was established in 2010, by the Azim Premji Foundation, with a clear social purpose of working towards a just, equitable, humane, and sustainable society. All of the University's programs, teaching, research, and practice, work towards this purpose.

To contribute to the critical matter of India creating just and sustainable employment, the University has set up the Centre for Sustainable Employment (CSE), which conducts and supports research in areas of work, labour, and employment. The University is attempting to provide empirically grounded, analytical reflections on the state of work and workers in India, as well as to evaluate and propose policies that aim to create sustainable jobs. To this end the University also gives grants to create new knowledge in the above areas. It also hosts a working paper series to which contributions are invited from researchers, policy-makers, civil society actors, and journalists. The University's CSE website is an important part of this agenda. In addition to research papers and policy briefs, it hosts government reports, as well as data and statistics on the Indian labour market.

Website: <https://cse.azimpremjiuniversity.edu.in/>

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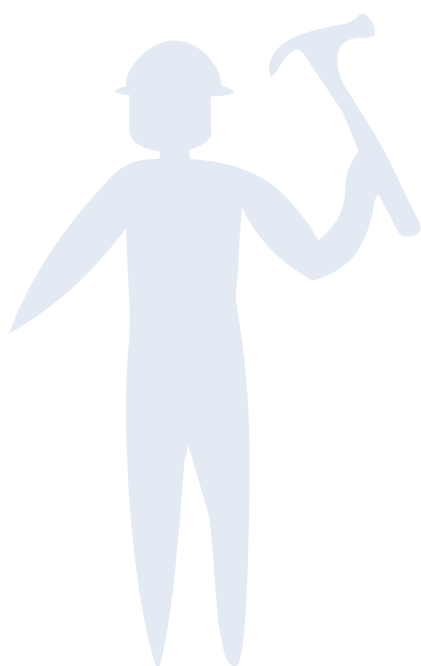


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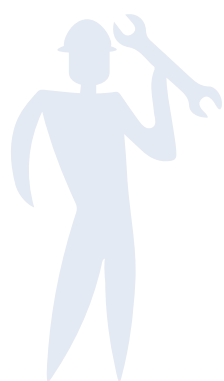


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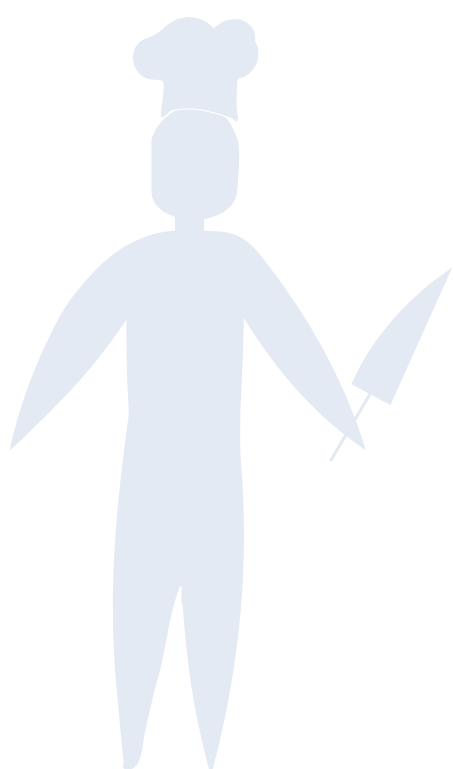
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Abbreviations



ASHA - Accredited Social Health Activist
ASI - Annual Survey of Industries
BPM - Business Process Management
BSE - Bombay Stock Exchange
CAGR - Compounded annual growth rate
CMIE - Centre for Monitoring Indian Economy
CPC - Central Pay Commission
CPI - Consumer price index
EPFO - Employees' Provident Fund Organisation
EUS - Employment-Unemployment Survey
FBT - Food, beverages and tobacco
FICCI - Federation of Indian Chambers of Commerce and Industry
FIRE - Finance, insurance and real estate
GDP - Gross domestic product
GER - Gross enrolment ratio
GST - Goods and Services Tax
GVA - Gross value added
IHDS - India Human Development Survey
IIM - Indian Institute of Management
IIT - Indian Institute of Technology
ILO - International Labour Organisation
ILOSTAT - International Labour Organisation statistical database
IT - Information technology
KLEMS - Capital, Labour, Energy, Material and Services
LB - Labour Bureau
LFPR - Labour force participation rate
LIT - Learning, Industrial and Technology policies
MGNREGA - Mahatma Gandhi National Rural Employment Guarantee Act
MoU - Memorandum of Understanding
NASSCOM - National Association of Software and Service Companies
NCEUS - National Commission for Enterprises in the Unorganised Sector
NCO - National Classification of Occupations
NIC - National Industrial Classification
NRHM - National Rural Health Mission
NSS - National Sample Survey
NSSO - National Sample Survey Organisation
OAE - Own account enterprise
OAW - Own account worker
OBC - Other Backward Classes
OECD - Organisation for Economic Co-operation and Development
PDS - Public Distribution System
PF - Provident Fund
PLFS - Periodic Labour Force Survey
PMKVY - Pradhan Mantri Kaushal Vikas Yojana
QES - Quarterly Employment Survey
RBI - Reserve Bank of India
RPL - Recognition of Prior Learning
SC - Scheduled Castes

SMS - Shramjivi Mahila Samiti
 ST - Scheduled Tribes
 SWI - State of Working India
 TGL - Textiles, garments and leather
 UBI - Universal Basic Income
 UBS - Universal Basic Services
 UR - Unemployment rate
 WPI - Wholesale Price Index
 WPR - Worker population ratio

State Codes

AP	Andhra Pradesh
AR	Arunachal Pradesh
AS	Assam
BR	Bihar
CG	Chhattisgarh
CH	Chandigarh
DL	Delhi
GA	Goa
GJ	Gujarat
HP	Himachal Pradesh
HR	Haryana
JH	Jharkhand
JK	Jammu and Kashmir
KA	Karnataka
KL	Kerala
MH	Maharashtra
ML	Meghalaya
MN	Manipur
MP	Madhya Pradesh
MZ	Mizoram
NL	Nagaland
OR	Odisha
PB	Punjab
PY	Puducherry
RJ	Rajasthan
SK	Sikkim
TL	Telangana
TN	Tamil Nadu
TR	Tripura
UK	Uttarakhand
UP	Uttar Pradesh
WB	West Bengal

Foreword

For many years, I had one foot in the world of education, and the other in the world of high-precision manufacturing. I was responsible for a business with manufacturing facilities across the world, including in India, China, Western Europe, Eastern Europe, and South America. We had suppliers and clients across 25 countries. In the period that I was involved with that business, it grew manifold. That brought equivalent growth to our suppliers. But the growth in employment was a fraction of the volume growth in the entire supply chain. This was not because there was underutilized capacity. In fact, in this period there was substantial capacity addition across the entire supply chain.

It was simply because all our decisions, whether about product, process, production engineering, or machine design, were such as to minimize the labour component. This was not driven by any fear of draconian labour laws or shortage of trained labour, but simply because of the quality, productivity, and safety of such automated systems. The story was identical across other industries where I had friends and colleagues. So when the story of 'jobless growth' in India became hot news a few years ago, it was not a surprise to me. I had played a small role in that phenomenon.

Nine years ago I put both my feet in education. This gave me the privilege of travelling to the beautiful nooks and corners of our diverse country, seeing schools, meeting teachers and students, in villages and kasbas. I was quickly disabused of the notion that the problem of employment and livelihood was anything much to do with education.

Even if one is to focus only on those students who 'do well' in schools and colleges, it does not matter. Because the pie of employment and livelihood opportunities is so small and growing so slowly (if at all) that it is an intense struggle for everyone. Enough opportunities are just not there for even the best educated. Education must be improved for all in this country, but that will not solve the issue of employment and livelihoods.



Since I could not understand this, no matter how hard I tried, I wanted the experts to tell me what was going on in this vast country of ours on the matter of employment and livelihoods. The many honest experts that I came across gave fascinating insights. They also said that they did not know what needed to be done, at any level of actionable and comprehensive detail, though they did have high level ideas. They all felt that a huge amount of detailed on-the-ground research was required.

As it was dawning on me that we have frustratingly limited understanding of this absolutely crucial matter, Amit and Arjun came up with the idea of a regular report on the State of Working India, which could potentially enable many of the terrific people working on this matter to come together and explore the details. And also possibly develop a road map of a few steps forward for the country, to create just and sustainable employment for all.

With the first Azim Premji University State of Working India report, that initial idea has become a reality. It is quite clear that this is a very small step forward. Our understanding may have improved a bit with this effort, but we are far away from any real solutions. So we should now get working on the second report, and so on, till we have some real actionable solutions, even if for small regions of the country.

Anurag Behar
September 14, 2018, Bengaluru

