

## **Labour Force Scenario in Manipur vis-à-vis India**

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*The paper examines the recent labour force scenario in Manipur vis-à-vis India using secondary data from NSSO. Labour participation in economic activities is low resulting to higher unemployment problems in Manipur, against the country's scenario. Males continue to dominate in work participation in the state following the national pattern in both rural and urban areas. Work participation declines particularly among the females. Agriculture and non-agriculture employment continues to dominate in rural and urban areas respectively. Non-agricultural employment is gradually increasing. There prevails a mixed scenario of labour force condition where employment is orienting towards the non-agricultural sector; job constraint is inducing to unemployment; and unemployment in turn has possibly rendered people to contest in higher education, lowering the WPR, to enable them to get their aspired job.*

**[Key Words:** *Workforce, Employment, Sectoral Employment, Unemployment and Manipur*]

Employment level changes in response to the changes in the economic structure and development pattern including education, technology, health condition, etc. It is trailing to the non-agriculture sectors. Nevertheless, unemployment continues to exist in the populous region like Manipur. It requires a proper manpower planning to increase employment opportunities, considering the educational and economic development pattern. The paper analyses the patterns and trends of employment and unemployment with some possible associating reasons in Manipur. It begins by briefly noting the data sources and the methodology of the study which is followed by stating the concepts and definitions of various labour components. It is followed by the data analysis of the workforce participation rate (WPR), sectoral employment and unemployment situation in the state of Manipur. It also compares to depict and infer the state's scenario with the country's patterns and trends.

### **Data Sources and Methodology**

The study is based on the available secondary data from the National Sample Survey Organisation (NSSO) for employment covering both WPR and sectoral distribution of workers and unemployment in Manipur in the last two decades. It tries to establish the nature and pattern with its associating several reasons of labour participation. Published relevant available data from various

NSS reports are used by converting the figures into percentage form for convenience and comparability. WPR is measured as the ratio between the workers and the population in percent. Workers are categorised by their type of activities into agriculture/primary, secondary and tertiary sector to analyse the distribution of sectoral employment. Unemployment rate is measured as the ratio between the employed and the labour force comprising of the employed and the unemployed in percent.

### **Concepts and Definitions**

The employed and unemployed are the two important components of labour force. Labour force comprises all persons available for the production of goods and services in a country. The term employment and unemployment are not easy to define and measure in a situation where there are considerable seasonal variations in the intensity of employment and the presence of under-employment in many forms are widely prevalent. NSS defined workers as persons who were engaged in any economic activity or who, despite their attachment to economic activity, abstained from work for reason of illness, injury or other physical disability, bad weather, festivals, social or religious functions or other contingencies necessitating temporary absence from work. Also, workers include the unpaid helpers who assisted in the operation of an economic activity in the household farm or non-farm activities. Workers were further categorized as self-employed, regular salaried/wage employee and casual wage labour (NSSO 2006). NSS generated four different estimates of the employed based on the three approaches used in classification of the activity statuses of the person surveyed. These are (i) number of persons usually employed in the principal status and all workers taking into account the employed according to both the principal and subsidiary statuses (usual status), (ii) number of persons employed on an average in a week (current weekly status) and (iii) number of persons-days employed per day on an average during the reference period of 7 days preceding the date of survey (current daily status).

The term unemployment denotes a condition of joblessness. It denotes the existence of a reserve (visible/invisible)<sup>1</sup> of labour time available for utilization. The unemployed are a subset of those who are not employed. The unemployed are out of work “full-time” and are “seeking/ available for work”. But the terms seeking/available for work are hard to define. Person may be available for work next week, or tomorrow, but not today (Sinclair 1987). The NSS defined the unemployed as persons – who owing to lack of work, had not worked but either sought work through employment exchanges, intermediaries, friends or relatives or by making applications to prospective employers or expressed their willingness or availability for work under the prevailing conditions of work and remuneration – who were seeking or available for work (NSSO 2001).

NSS provides three different estimates of unemployed, as in the case of employed, namely – (i) Number of persons usually unemployed based on usual

status approach (principal status, and principal status and subsidiary status together); (ii) Number of persons unemployed on an average in a week based on the weekly status approach; and (iii) Number of person-days unemployed on an average during the reference period of seven days preceding the survey. The first estimates the magnitude of persons unemployed for a relatively longer period during a reference period of 365 days and approximates to an indicator of the chronic unemployment. Some of the unemployed on the basis of this criterion might be working in a subsidiary capacity. One can, therefore, get another estimate of the unemployed excluding those employed in a subsidiary capacity during the reference period. The former is called as the usually unemployed according to the principal status, the one that is used in the present study, and the latter, the usually unemployed excluding the subsidiary status workers (usual status adjusted) which admittedly will be lower than the former. The second estimates based on the weekly status gives the average weekly picture during the survey year and includes both chronically unemployed and also the intermittently unemployed of those categorized as usually employed caused by seasonal fluctuations in the labour market. And the third estimates based on the daily status concept gives average level of unemployment on a day during the survey year. It is the most inclusive rate of 'unemployment' capturing the unemployed who become intermittently unemployed during the reference week, and the unemployed days of those classified as employed according to the priority criterion of current weekly status.

### **Workforce Participation Rate**

This section analyses the economic participation measured in terms of WPR in Usual Principal Status (UPS). The extent and nature of economic participation of the people in the economy is closely related to their level of standard of living. It also affects many aspects of their wellbeing. Many aspects of work affect people's wellbeing, such as hours worked, job satisfaction and security, levels of remuneration, opportunities for self development and interaction with people outside the home. Employment leads to an improvement of household and national incomes. It enhances self-esteem and reduces social alienation. It has a positive influence on health, education of children and others. In Manipur only 49.3 per cent of the rural males were engaged in the economic activity during 2009/10, as given in Table 1, which has increased from the 45.4 per cent during 1993/94. WPR increases till 2004/05; however, declined in the later period. For urban males, it has gradually increased throughout the period. Moreover, it was slightly lower in urban areas than rural areas because most of the urban workers are in non-agriculture sector; whereas most of rural workers are engaged in informal agricultural activity where any able person can participate in it. Moreover, poverty and inadequate family income induces able rural people to participate more in work to supplement household income.

**Table 1: WPR (%) (UPS) in Manipur, India**

State/ Country	Year	Rural		Urban	
		Male	Female	Male	Female
Manipur	1993/94	45.4	21.4	42.6	15.7
	1999/00	48.7	15.3	43.6	14.2
	2004/05	51.2	25.0	45.2	16.7
	2009/10	49.3	17.5	46.9	13.0
India	1993/94	53.8	23.4	51.3	12.1
	1999/00	52.2	23.1	51.3	11.7
	2004/05	53.5	24.2	54.1	13.5
	2009/10	53.7	20.2	53.9	11.9

Source: NSSO, Report No. 409, 458(1), 515(1) and 537.

For females, it shows a fluctuating trend for Manipur which follows the national trend in both the areas. For instance, it has declined from 21.4 per cent during 1993/94 to 15.3 per cent during 1999/00; however, increases to 25 per cent in the following period and declined to 17.5 per cent in 2009/10 in rural areas. The declined of participation is due to the increase in educational enrolment that is indicated by an increase in literacy rate. It is also due to the rise in agricultural density which raises unemployment in general and underemployment in particular that compels them to seek employment in non-agriculture sector. The scenario aggravates the unemployment problems. Moreover, many job seekers whose expectations exceed the emerging realities of the labour market prefer to remain unemployed for some time rather than accept a job that they feel is beneath them. This creates the inverse relationship between educated unemployment and educational attainment. There is an 'inverse association between the proportions of children or youth participating in economic activities and of those enrolled in educational institutions. As the latter proportions rises, the participation rate can be expected to decline' (Shingi and Visaria 1988:217).

Education is treated as a business proposition with all those investing in it wishing returns on it (Shingi and Visaria 1988). This return is measured in terms of remunerative job (Puttaswamaiah 1977). However, there has been widespread and persistent upgrading of minimum hiring standards in India (Blaug et al. 1969). The existence of unemployment among the educated classes is attributed to the too literary character of education. Young people remain in the educational contest for longer period and develop higher aspirations. They have become more ambitious and better qualified, while their employment opportunities have narrowed (Roberts 1985). The problem of unemployment continue to persist despite the establishment and introduction of vocational education, special training for marketable skills, work-oriented education, flexibility to learn new things and innovate education. This causes the educated to migrate particularly from rural to urban areas in search of better opportunities. All the general factors that tend to inhibit market clearance for

specialised skills in poor countries help to contribute to the creation of educated unemployment (Blaug et al. 1969).

The economic participation rate of rural females was larger to an extent when compared to the urban females. It is because urban females continue to study for higher education and delay entering into workforce while rural females participated in agriculture sector without any reservation unlike in the urban areas where people largely sought employment in non-agriculture sector. Females are lacking behind in terms of economic participation as the WPR gap between genders continue to be very wide. Nevertheless, females' 'participation is not merely to generate income for women, but also to provide the social benefits that come from women's enhanced status and independence (including the reduction of mortality and fertility rates)' (Sen 2000:201). WPR was considerably lower for Manipur when compared to the national average particularly for urban males. It is possibly due to the higher enrolment in education and the existing unemployment issues. For urban females, it was on the higher side for Manipur due to their relatively more flexibility in choosing jobs and lesser gender bias for job. For rural males, it was more or less stable with about 54 per cent re-establishing the patriarchal system where male determines the source of family income and household economic security.

The country's WPR has increased from 51.3 per cent during 1993/94 to 53.9 per cent during 2009/10 for urban males. In case of females, it fluctuated over the periods. For instance for urban females, it has slightly declined from 12.1 per cent during 1993/94 to 11.7 per cent in the following period; however, increased to 13.5 per cent in 2004/05; then later declined by about one percentage point.

The level of participation is determined by the composition of different age of population and economic dependence. The rate for Manipur was lower than the national average particularly for males due to higher prevalence of dependency combining the population of child, old aged, disabled or students or most importantly the unemployed. Besides, the economic participation was lower for females than males because females mostly perform the household activities and are inflexible about choosing a job due to location and transportation problems. Also, Nath (1968) found that for females the primary obligations revolve round family and home. Their participation in economic activity is contingent upon certain factors e.g. economic need, institutional restrictions on their employment, and the kind of employment available. This suggests a serious unemployment problem in urban areas which is a major concern for the planners and policy makers in order to deliver jobs for an increasingly supply of labour in the existing labour market.

Increasing economic participation is about enabling people to achieve their potential in work. It ensures that everyone has the opportunity to participate fully in the economy. Barriers to full participation mean that they are trapped in unemployment. These barriers can include a lack of skills or confidence, poor health, not being able to get the right support, lack of access to

business services, lack of capital, or discrimination by employers (Luton 2012). People who might face such barriers include, those living in areas of high deprivation or unemployment. Enabling such people to participate is essential for economic growth, harnessing untapped potential, which increases availability of labour and skills, reducing costs to the economy, such as benefit payments and increasing the amount of income that can be spent. Increasing rates of economic participation, therefore, benefits the economy as a whole through economic growth. Physical and financial planners, through investment in the key sectors, should effortlessly coordinate to remove the barriers to economic participation. Developmental work under various government schemes such as Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) should extensively promote for productive and sustainable jobs for livelihood and act as a catalyst for economic leverage among the rural people.

### Sectoral Employment

Employment distribution varies across the economies depending upon the structure of the economy, technology, educational levels, and attitudes toward jobs of different kinds, flexibility of worker's aspiration, employment opportunities, wage level, and various social factors. With the changes in the structure of the economy, educational levels and social attitudes, there is a change in the occupational structure of the workers (Nath 1968). However, the degree and the directions of change are different among genders depending on their educational attainment and inclination to participate in work. For example, in recent years, the occupational change in tertiary sector is greater for females than males in both the areas which are presented in Table 2. Moreover, the changes in tertiary sector occupation are greater for Manipur when compared to the national level for females in particular. NSS data shows that most of the rural male workers (usually working persons in the principal and subsidiary status taken together) were engaged in agriculture sector which was followed by tertiary sector and secondary sector for the state throughout the periods. At national level, it follows the similar pattern till 2004/05; however, in the later period, the dominance of agriculture sector was followed by the secondary sector and least with the tertiary sector.

**Table 2: Sector wise Distribution of Workers\* (%) in Manipur, India**

State/ Country	Year	Rural						Urban					
		AS		SS		TS		AS		SS		TS	
		M	F	M	F	M	F	M	F	M	F	M	F
Manipur	1993/94	66.0	60.3	8.2	27.0	25.8	12.6	30.9	26.1	9.8	34.5	59.1	39.3
	1999/00	78.0	69.6	3.6	20.4	18.4	10.0	29.3	26.3	12.8	21.8	57.9	51.8
	2004/05	69.4	69.1	8.6	17.9	21.9	13.1	31.5	21.5	14.3	29.0	54.0	49.5
	2009/10	60.7	35.0	14.8	42.7	24.5	22.3	24.3	7.1	15.0	33.1	60.6	59.7
India	1993/94	74.1	86.2	11.2	8.4	14.7	5.6	9.0	24.7	32.9	29.1	58.0	46.3
	1999/00	71.4	85.4	12.6	9.0	16.1	5.8	6.6	17.7	32.8	29.4	60.8	52.9

	2004/05	66.5	83.3	15.5	10.2	18.0	6.6	6.1	18.1	34.4	32.4	59.5	49.5
	2009/10	62.8	79.4	19.3	13.0	17.8	7.6	6.0	13.9	34.6	33.3	59.3	52.8

Note: \*Usually working persons in the principal status and subsidiary status taken together. M–male and F–female. AS – agriculture sector, SS – secondary sector and TS – tertiary sector. The difference, if any, between 100 and the sum of industry (0) to (9) indicates industry section ‘others’ category. The figure may not sum up to 100 due to rounding off.

Source: NSSO, Report No. 409, 458(1), 515(1) and 537.

Over 60 per cent of the rural males continue to depend on agriculture as their means of livelihood. However, dependency on agriculture has declined over the years at the cost of increasing participation in secondary and tertiary sector. The increase in the share of secondary sector was due to the increase in the construction work which was more prominent after the introduction and implementation of MGNREGS. People participating in secondary sector in Manipur were lower when compared to the national level due to the scanty industrial units.<sup>2</sup> Majority of the rural females were engaged in agriculture sector followed by secondary and tertiary sector in the state and at the national level throughout the periods; except for the state of Manipur during 2009/10 where most of the workers engaged in secondary sector with 42.7 per cent followed by agriculture sector and the least in the tertiary sector.

In Manipur, dependence on agriculture has sharply declined at the cost of significant increase in the remaining sectors particularly the secondary sector which was mainly contributed by a considerable increase in construction work. Most of the urban males were employed in tertiary sector which was followed by agriculture and secondary sectors. For urban females, during 1993/94 and 1999/00, majority of them were engaged in tertiary sector which was followed by agriculture and secondary sectors; and for the rest of the periods, tertiary sector continues to provide most of the employment which was followed by the secondary and agriculture sector. At the national level, the changing trend was relatively slow. For example employment in agriculture has declined from about 86 per cent during 1993/94 to 79 per cent in 2009/10; and employment in tertiary sector has increased from about six to eight percent during the same period. In urban areas for both males and females, most of the workers were in tertiary sector which was followed by secondary and agriculture sectors during all the periods.

Employment in agriculture sector has declined because of the increase in secondary and tertiary sectors over the periods. The declined in agriculture was more significant for females due to the significant increase in secondary sector employment particularly for females. Lesser share of people continues to dependent on agriculture in the state, against the country, particularly among the rural females. Secondary sector provides lesser employment at the state than at the national level for males in both the areas; and for females the sector employs more at the state than at the national level. Employment in the tertiary sector was significantly larger for the state when compared to the national level in

rural areas. In urban areas, the state of Manipur has emerged to experience a higher share of employment in tertiary sector in the recent period indicating to some extent an emerging growth of formal employment.

### Unemployment

Unemployment may it be among the youth or educated or the general is a menace in any society. This section analyses the patterns and trends of such issues emphasising on the general unemployment. The problem of unemployment was more severe in urban areas as the rate of unemployment was considerably higher in urban areas than rural areas in Manipur, following the national pattern, for both the gender throughout the periods. It is due to a large participation in economic activities as part-time or subsidiary workers particularly in agriculture sector in rural areas. Additionally, it is because urban unemployed are finding difficulties in getting job as most of the urban jobs are non-agricultural and formal in particular. The situation also portrays the rise of educated people in urban areas as people from rural areas migrate towards urban areas in search of urban formal employment among the educated in particular. In a sense that unemployment problem in urban area is a spill over effect of the same in rural areas. The dominance of organised sector for employment where normal entry age for job is at mid 20's resulted to more unemployment among the urban people. Furthermore, Hazra (1991:40) has pointed out that 'it is the failure of the organised sector to absorb labour at a significantly increased rate which is one major reason for the persistence of various types of unemployment within the organised sector'. In Manipur, the problem of unemployment has escalated in rural areas as the rate of unemployment has gradually increased from 1.9 percent during 1993/94 to 4.2 percent during 2009/10 for males (Table 3). The situation is also true for rural females. In urban areas, it has increased from 1993/94 to 1999/00; however, thereafter, it has considerably declined particularly for females perhaps due to the increase in enrolment in higher studies. The declined in the rate suggests the improvement in labour employability with the increase in their education, flexibility in choosing a job within the constraint of job supply, capability to adapt any working environment by taking up the challenges, acceptance of existing wage rate although rigid and also increase in out migration for job. People increasingly tend to migrate outside the state for employment with despair after a prolong unemployment as the government of Manipur failed to generate adequate employment.<sup>3</sup>

**Table 3: Unemployment Rates (%) (UPS) in Manipur, India**

State/ Country	Year	Rural		Urban	
		Male	Female	Male	Female
Manipur	1993/94	1.9	1.1	5.3	4.4
	1999/00	2.4	2.5	7.4	10.3
	2004/05	2.0	1.2	5.3	8.2
	2009/10	4.2	4.4	5.2	4.6
India	1993/94	2.0	1.4	4.5	8.2

	1999/00	2.1	1.5	4.8	7.1
	2004/05	2.1	3.1	4.4	9.1
	2009/10	1.9	2.4	3.0	7.0

Source: NSSO Report No. 409, 458, 515(1) and 537.

In comparison to this, the country's unemployment rates hovers at around two percent for rural males throughout the periods. For rural females, it has increased gradually till 2004-05; however, slightly declined in the following period. In urban areas, although the problem is more severe, it has declined over the years for both the genders. In the early 1990s, unemployment problem was less severe for females as compared to males; however, it has emerged that females faced more problem of unemployment in the recent years in rural areas of Manipur, following the national pattern. In urban areas, the country's unemployment problem continues to be more severe for females than males as the rate continues to be considerably higher for females. Manipur also follows the national pattern from 1999/00 up to 2004/05; however, it folds back to the 1990s pattern of lesser severity of unemployment problem for females as compared to the males in 2009/10. This is explained by the phenomenon of out migration for job towards the big cities like Mumbai, Bangalore or Delhi where variety of job opportunities are widely available. It indicates some sort of distress or force migration to fulfil their dream employment.

Moreover, present job seekers are quite informative about the scarcity of vacant organized jobs in which extra qualification becomes necessary condition in search for job. On the other side, the employers are highly aware of the situation of the excess supply of the overqualified job seekers, which enhances employers bargaining power of wage particularly in the private sector. In the process job seekers' bargaining power is dwindling due to the increasing number of qualified applicants. Even though higher qualification is not a necessary condition where minimum qualification is prescribe; people possessing higher educational qualification seems to have advantages in getting a job. It is also a prevailing fact that many unemployed are seeking jobs where prescribe educational qualification is much lower than their possessed qualification. It is due to a higher competition across the type of available job and also due to a high prevalence of unemployed people. Person with an extra qualification are demanded or preferred so that same person can execute several type of job, namely multitasking, and also spend less resource in training. Technically, minimum prescribe qualification has been raised. However, at present situation in many cases higher qualification is by and large a contributing factor for getting employment particularly in private sector. It further induces to the growth of demand for higher education.

It can be argued that employment with a lower educational qualification could have benefited more than acquiring higher education and then experiencing a long period on waiting for the aspired job; had the present high unemployment level been foreseen. In other words, the opportunity cost for

education is very high particularly among the poor. Job preference, high expectation and aspiration resulted to voluntary unemployment among the educated. However, education is not only for private benefit i.e. earning but also for social benefit. Little education which the earlier generation has acquired propels the present generation to acquire higher than them so as to develop, realize and uphold the rich heritage, culture and values.

The decline of job vacancies in the labour market and the increase of demand for higher education resulted to steady growth of employment. Moreover, the growing population raises the density of population particularly in the agriculture sector. Besides many people remain voluntarily unemployed due to the non fulfillment of their aspiration for job which commensurate with their acquired educational qualification. It is also threatening with the sluggish pace of job creation particularly in government sector.<sup>4</sup> Under such situation the government should add more amicable socio-economic environment and encourage and invite more private jobbers to generate adequate employment. Educational system requires a restructuring, delivering and acquiring on the basis of quality and quantity of job available or likely to be available and most importantly for person's employability.

Visibly, employment opportunities are flourishing in a specific region due to the increase in inflow of capital markets as the country's economy becomes stronger. In the process the tendency to migrate or transfer labour from the less developed regions such as Manipur towards a city such as Mumbai or Delhi in search of job has increased. In recent years 'new employment opportunities are coming up in selective sectors and in a few regions/urban centres' Kundu (2007:353). The economy of Manipur should be stabilised, developed and planed for greater employment generation by creating a lasting conducive environment for private investors.

Nonetheless, majority of the unemployed still aspire for the government job which is considered as more stable and secure than the private job. There persists traditional and conservative mindset of recognising government job as a real and only job which gives economic security apart from gaining social status. The dependence and rely on government to provide a job should be kept only as an alternative in present real world because in the neo liberalised periods the private sector generates employment rapidly while generation of government employment dwindles or stagnant. As a result contractual and casual work increases without sparing the government sector. In fact, government do create job but far lesser than the rapidly increasing supply of labour. Majority of the formal jobs are being provided by the government in Manipur partially due to the apathy among the private entrepreneurs and existing unfavourable socio-political problems in which large private investors are averting the risk to establish their business. When the aspirations of educated, for example salaried employment, have failed to obtain; then they eventually tend to become anti-social elements in the form of rebellion against the system, substance abuse, engagement in crime etc, like in the present

Manipur situation, which can be avoided by proper government planning. Amidst of unemployment problem, commonly many government employees are absentees, i.e. neither unavailable in their office during the office hour nor on the official tour, because they neither want to be posted in distant isolated places where transportation and communication is an issue nor have an enthusiasm or onus to work . It would not be incorrect that several organisations making a protest against the state is driven by unemployment problem which threatens their source of livelihood and well being. Ironically, issues relating to labour particularly unemployment in Manipur are in the shape of misery and tragedy.

Arguably, private sector employees are more efficient and productive than the government counterparts. The reason for disinvestment of public holdings is a vivid example. Large numbers of government sector employees in Manipur are supposedly a “slack” where their contribution to the state income is negligible. Additionally, common people are increasingly depending on central government’s grants and aid in the form of programmes and schemes that induces them abeyant in economic activities. As a consequence the state is developing at the pace of a snail resulting to slow employment generation; thereby, rendering people to be unemployed and induces to migrate from the state in search of their aspired job commensurately with their educational qualifications that needs to be further investigated.

### **Conclusions**

The participation in economic activities is low resulting to the higher unemployment problems in Manipur, against the country’s scenario. In the state, males continue to dominate in economic participation as the family institution is governed by patriarchal system. Work participation declines, recently, as people invest more on human development for better future returns. Unemployment problem has also induced them to enrol for further studies. Meanwhile, employment in agriculture sector is declining at the cost of an increasing non-agricultural employment that is caused by overall economic development and increased in educational attainment and agricultural density. It is an indication of mixed scenario of labour issues where employment is orienting towards the non-agricultural sector; job constraint is inducing to unemployment; and unemployment in turn has rendered people to increasingly contest in higher education, lowering the WPR, to enable them to get their aspired job.

### **Notes:**

<sup>1</sup> Visible unemployment is indicative of the man-hours of work, which in existing condition; the labour force is willing but unable to perform. Invisible unemployment may be either in the nature of disguised unemployment, under-employment or frictional unemployment (Thakur 1985).

<sup>2</sup> See details at <http://mastec.nic.in/indusscen.htm>

<sup>3</sup> Public sector jobs that are meagrely generated by Manipur government are often sold publicly in the job market. In 2010, for example, candidates who qualified written test for a council teacher job were demanded to pay rupees two to five lakhs depending on the social category by the “well organised recruiting officials” in Manipur. Singh (2011)

described about the bureaucratic corruption in connection with the rampant mark tampering in the written test examination of recruitment for primary teachers conducted by the Board of Secondary Education, Manipur (BSEM). Moreover, Venkatraman (2007) reported about the illegal and fake appointment of government school teachers and crores of rupees drawn illegally to pay salaries for them by high-ranking officials of the BSEM in exchange for bribes. Nameirakpam (2013) has asserted that corruption is visible and practiced in full swing including the Manipur Public Service Commission. Further, Singh (2013) has opined that corruption from clerks to bureaucrats to ministers have crippled resulting into a total collapse of the system in the state.

<sup>4</sup> It is becoming tougher and tougher to get an organised job due to the stiff rise in competition as the demand for job increases significantly with a limited job supply. The private sector is increasingly playing a considerable role in generating employment in the neo liberalised economy in India. In Manipur, according to CSO (2011), only 80 thousand people were employed in organised sector; out of which 24% were women in 2009. It means that approximately 3.6% of the people (22.3 lakhs excluding person less than 6 years of age as per 2011 census) were employed in the organised sector. The rest persons were employed in an unorganised sector. Therefore, unorganised sector, having a broader job avenues, needs to be strengthened by giving a special attention to solve the unemployment problems.

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