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Education And Employability With Special Reference To Rural Assam

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ABSTRACT

Education can be considered as a back bone of socio-economic development of a country. Today, the developed countries have hundred percent of literacy rate that helps them in occupying the better position in world economy. Strength of education helps an individual as well as a country in progressing in every aspect of development. According to census 2011, India has 74.04% literacy rate which creates a lot of difficulties in various aspects of development of the country. Moreover, it is in vague that the children who are fortunate to pursue education are getting quality education or not. Because, sometimes quality may compromise in order to fulfilling the growing demands of education. The people who are equipped with quality education are getting a lot of opportunities to find a better place in job market. As a result, now a day a major social issue is emerged namely unemployment which restrains the economic, social, political and other developmental aspects of a country. According to the NSSO Reports, 2011-12, unemployment rate in rural and urban areas on Usual Status basis are 4.5% and 5.6% of the total population respectively. Employability is comprises of set of skills that makes one capable of getting a job and maintain it. In this competitive era, pursuing skill development courses are very important rather than gathering knowledge on core subjects which is not related and suitable for getting established. Therefore, it is very important to provide vocational education for generating more skillful and competent manpower. Govt. of Assam as well as India has taken various initiatives for developing skill and competency of every individual in order to effectively tackle the unemployment problem. This paper is intended to study the rural employment and unemployment in relation to the education in Assam and also suggest some remedial measures for effectively deal with the unemployment problem..

1. Introduction

India is a country with unity in diversity. India itself represents as unique because it has multicolor in every aspect inside it. Assam is a state of northeastern India known for its wildlife, archeological sites, and tea plantation and also popular for its diversity in terms of language, culture, tradition, food habits, dress code, and transportation and so on. India has one of the largest education systems in the world where education is a prime right of a child from 6-14 years. Education helps people in achieving their individual and social goals. It aims in developing skill and competency among people and creating such type of condition where people can apply their work efficiency for the benefit of the society. Employability refers to the attributes and skills like communication and interpersonal skills, problem solving ability, organizational skills, team management skills etc which is needed for a person to gain and maintain employment.

India is the country having the largest youth population in the world. In every three person in India there is one who is between age group of 15 to 29 years. Due to the population explosion, there is an increasing demand for education day by day. Sometimes, education is considered also as an investment. People often define the benefits of education in terms of getting establishment. The fastest development in science and technology brings an era of skill and experiences. At present, the education system of Assam as well as of country is not at the satisfactory level in respect to modern competitive world. Now a days, a person with full of skill, experience and training have more demand in the field of employment. Education and employability are in two different poles in India as well as in Assam because of a large gap in academics and expectations of industry and society. Education has a great impact on employment. Due to the lack of adequate quality education, vocational and professional education, skill development training facilities, a huge number of youth populations of India is suffering from lack of skill, efficiency which leads the employment rates to the negative trends. Education and employment doesn't refer only to address the challenges of the formal system that every child can easily access the school and study a structured curriculum which is not suitable as per their requirements. To generate more skilled manpower the whole education system need to be flexible enough with having small units of competency- based courses. The educational institutions should develop courses as per the requirements of the students as well as need of society. The competencies have to be mapped and evaluation systems should be design as a way so that it assesses the competencies which have been acquired by the learner. So, there is an urgent need to reorganize and modify the education system according to the current need and growing demand of employment market through which it is possible to create more and more skill and competent manpower that leads to the wholesome development of the state as well development of the country.

2. Objective of the Study:

This paper attempts to study the status of rural employment and unemployment in relation to education in Assam and also to suggest some remedial measures for solving the unemployment problems.

3. Methodology:

This study based on secondary sources of data. Data are collected from the books, journals, official website, government reports and publications of other prestigious institutions.

4. Analysis and Discussion:

Employment Scenario of Assam

As per population census 2011, the rural population of Assam was 86% of the total population. Out of this 51.03% were male and 48.97% were female. As we already know that education plays a very significant role in developing socio-economic structure of the society and also in developing employability. In order to fulfill the growing demand of education many educational institutions are set up. The main intention behind this step is to achieve high rates of growth of economy and improving living standards of people of Assam by generating productive and gainful employment on a sufficient scale.

The employment scenario of India as well as Assam is upgrading gradually. The proportion of main workers to the population in Assam is decreased from 31% in 1991 to 27% in 2001 and it is increased to 28% in 2011. Again, the marginal workers of the population in Assam has increased from 5% in 1991 to 9% in 2001 to 10% in 2011 and the proportion of non workers to total population is decreasing from 64% in 1991 and 2001 to 62% in 2011. The census report also shows that there is a shift in the composition of the total main workers from agricultural sector to non-agricultural sector.

Labour Force Participation

Work force participation rate shows the proportion of population that actively contributes to the production of goods and services of a country. Analyzing this participation rate according to Usual Principal and subsidiary Status approach is very useful to know the employment situation of a country.

Usual Principal Approach is related with the activity status of a person during the 365 days preceding the date of survey. The data concerning the Labour Force Participation rate in respect of the age group 15 and above according to Usual Principal and subsidiary Status approach (ps+ss) in Assam are show below :-

Table 1: Labour Force Participation rate in respect of the age group 15 and above according to Usual Principal and subsidiary Status approach (ps+ss) in Assam.

Year	Areas	Assam	India
2015-16	Rural Areas	53%	56%
	Urban Areas	50%	44%
	Urban and rural areas	53%	52%

Source: 5th employment Unemployment Report (2015-16), Labour Bureau, Govt. of India.

As table 1 shows the Labour Force Participation rate in Assam according to the (ps+ss) status approach is 53% in rural areas, 50% in urban areas and 53% taking urban and rural areas as a whole against the all Indian rate of 56%, 44% and 52% respectively.

Distribution of workers according to activity

Table.2: Distribution of per 1000 workers aged 15 years and above broad activity according to Usual Principal and Subsidiary approach for Assam and All India.

Category of Employee		Self employed	Wage/ salaried Employee	Contract workers	Casual Labour	
Assam	Rural	535	170	14	282	
	Urban	490	361	38	111	
	Total	Male	549	196	15	240
		Female	459	190	21	329
India	Rural	491	107	29	374	
	Urban	412	343	57	187	
	Total	Male	486	174	38	302
		Female	429	125	27	419

As the table 2 shows the employed persons aged 15 and above 52.9% are self employed, 19.4% are wage or salaried employee, 1.7% are contractual workers and 25.9% are casual workers in Assam as against 47.2%, 16.2%, 3.5% and 33.1% respectively at all India level. In the rural areas of the state 53.5% are self employed, 17% are wage or salaried employee, 1.4% contract workers and 28.2% are casual labour against 49.1%, 10.7%, 2.9% and 37.4% respectively at the national level. In urban areas of Assam is 49%, 36.1%, 3.8% and 11.1% as against 41.2%, 34.3%, 5.7% and 18.7% respectively at all India level.

The report further shows that out of the total male employed persons in the state, 54.9% are self employed, 19.6% are wage or salaried employee, 1.5% are contract workers and 24% are casual workers against the total male employed persons in all India level is 48.6%, 17.4%, 3.8%, and 30.2% respectively. The distribution of female employed persons in the state is 45.9% are self employed, 19% are wage or salaried employee, 2.1% contractual workers and 32.9 casual workers against the female employed at all India level is 42.9%, 12.5%, 2.7%, and 41.9% respectively.

According to the report regarding wage or salaried persons, the gender gap is much less in Assam compared to the other states of India.

Employment in shops and commercial establishments

Ministry of Labour and Employment, Govt. of India prepared a report on Shops and establishment in Assam under the Assam shops and Establishment Act, 1971. According to the report, during 2013 the total number of establishments in Assam and total number of persons employed were 84 thousand and 1.16 lakh respectively. Out of these establishments, 68 thousand were shops, 12 thousand were commercial establishments and 4 thousand were cinemas, theatres, Hotels and Restaurants that employed 56 thousand, 43 thousand and 16 thousand persons respectively. A table describing the total number of establishment and persons employed in Assam during 2013 is shown below.

Table 3: Employment in shops and commercial establishment in Assam ('000 number)

Year	Shops		Commercial establishment		Restaurants, Theatres etc.		All Establishment	
	Number	Workers	Number	Workers	Number	Workers	Number	Workers
2013	68	56	12	43	4	16	84	116

Employment Market Information (EMI) program

Employment Market Information (EMI) program gives information about the level of employment in the organized sector of the economy. Employment in public and private sector in 2016 as per data collected through EMI Program is shown below-

Table 4: Employment in Public and Private Sector through EMI Program

Year	Employment		
	Public sector	Private sector	Total
2016	5.83%	9.66%	15.49%

As the table shown, the total employment in the public and private sector establishment under Employment Market Information (EMI) Program in 2016 was 15.49 lakh (5.83 lakh in public sector and 9.66 lakh in private sector). During 2016, female employment was 26.5% of the total employment. During the same year, percentage share of women employees in public sector and private sector to the total employment was 5.9% and 20.6% respectively.

Women employment in organized sector

According to the report of Directorate of Employment and Craftsmen Training, Assam the employment of women in organized sector of the State was 410 thousand during 2016 which is 26.5 % of the total employment. During the same year, percentage of women employees in public sector and private sector to the total employment was 5.9% and 20.6% respectively. A table describing the women employment in organized sector in 2015 and 2016 is given below:

Table 5: Employment of Women in Organized Sector (In thousand Sector)

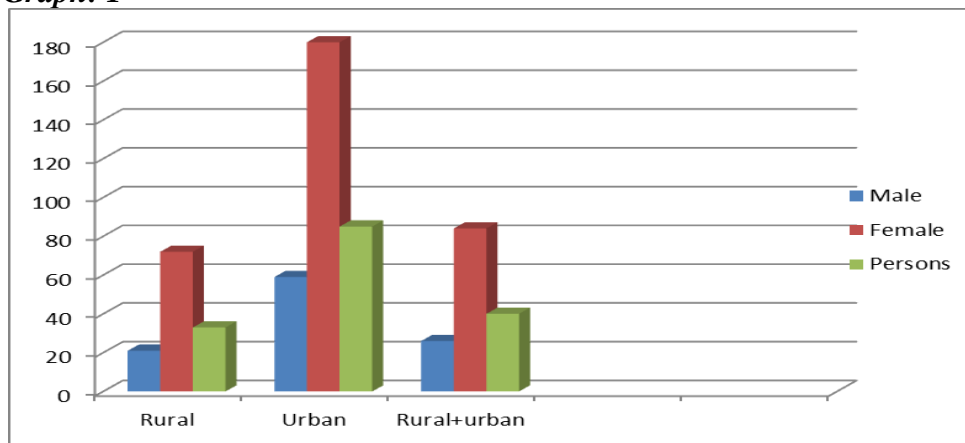
Year	Public Sector		Private Sector		Public and Private Sector		Percentage share of women in Organized sector
	Women	Total	Women	Total	Women	Total	
2015	89.7	492.4	304.1	673.7	393.8	1166.2	33.8
2016	91.0	583.0	319.0	966.4	410.0	1549.4	26.5

Unemployment Rate

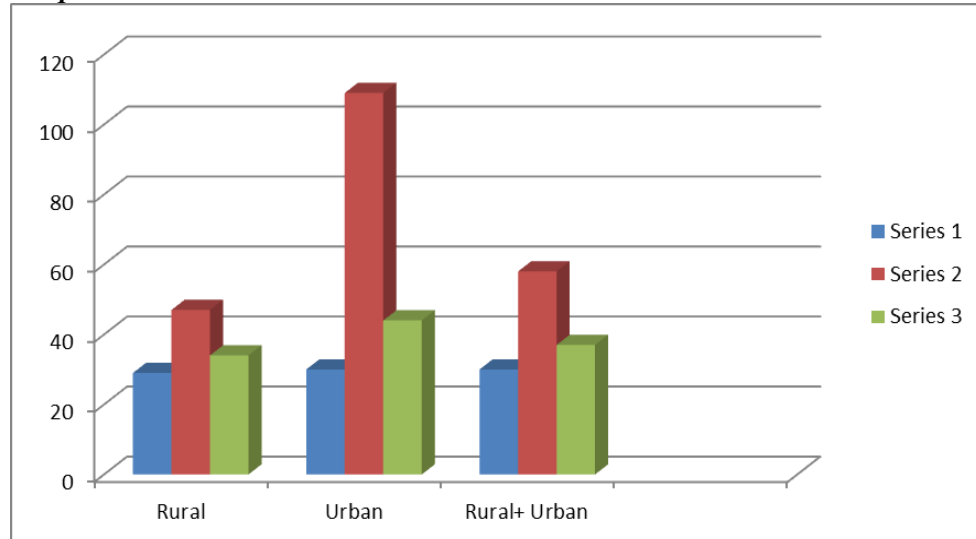
The unemployment rate is calculated to be 4% in Assam under the usual principal and subsidiary status or about 4% of the persons aged 15 and above who were available for work but could not get work during reference period. In rural areas the unemployment rate is 3.3% whereas in urban areas the unemployment rate is 8.5% under the same approach. The unemployment rate at all India level under the same approach is 3.7% in both rural and urban, 3.4% in rural areas and 4.4% in urban areas.

In Assam the female unemployment rate is 8.4% which is almost 6% higher than the male rate of 2.6%. The study reveals that the female unemployment rate in urban areas of the state under the usual principal and subsidiary status approach during the reference period is 18% which is significantly higher than the unemployment rate of 7.2% in rural areas. Unemployment Rate of Rural, urban and rural urban areas of Assam and India is presenting below in Graph1 and Graph2 respectively.

Graph: 1



Graph 1 represents the Unemployment Rate (per 1000) for persons aged 15 years and above according to Usual Status (ps+ss) Approach in Assam

Graph: 2

Graph 2 represents the Unemployment Rate (per 1000) for persons aged 15 years and above according to Usual Status (ps+ss) Approach in India

According to the Report of Economic Survey of Assam, 2017-18 the size of the educated job seekers is considerably high, which is a challenge for the growing economy of the state. From the records of the live register of Employment Exchanges, the register educated job seekers stood at 1642718 during 2016 against 1523531 during 2015 thereby showing an increase of 7.82 % during 2016. The percentage of educated job seekers constitutes about 82% of the total job seekers. The overall registration of educated job seekers as per record of Employment Exchanges has increased by 9% in 2016 over the previous year. A noticeable development has been observed in registration at all levels of education during 2016. Unlike the previous year's, number of educated job seekers has increased at all level of education in 2016 over 2015. The year, 2016 depicts an increase in registration of Engineering Graduates (59%), Medical Graduates (107%), Agriculture Graduates (90%), Veterinary Graduates (100%), ITI passed (2.5%), Post Graduates (3.7%), Diploma Holders (255%) and others (166%). The following table shows the distributions of educated job seekers.

Table 6: Distribution of educated Job seekers

Level of education	Registration		Percentage Increase/ Decrease in Registration	Placement		Numbers in live register	
	2015	2016		2015	2016	2015	2016
Engineering Graduate	681	1081	58.74	32	28	7909	8181
Medical Graduate	30	62	107	5	9	340	454
Agriculture Graduate	10	19	90	0	0	267	286
Veterinary Graduate	14	28	100	0	1	222	250
Passed out Trainees (ITI)	10921	11190	2.5	7	29	19066	28744
Post Graduate	1878	1948	3.7	83	72	27808	29544
Graduates	19249	21212	10.2	63	109	247741	262172
H.S.S.L.C.	51684	53105	2.7	114	93	611302	660296
H.S.L.C.	36585	39121	6.9	132	153	576634	612943
Diploma Holders (Eng.)	812	2885	255	4	16	9500	12073
Others	1455	3870	166.0	20	72	22742	27775
Total	123319	134521	9.1	470	582	1523531	1642718

Govt. Initiatives: Employment Generation program

Economic strength of Assam is developing gradually day by day but a major part of the population still remain in the darkness of poverty, illiteracy, lack of skill and proper training . After recognizing the distance from education to employment govt. of India has taken various initiatives for reducing the gap. Govt. of India intended to help students of every state and UT's in active participation in job market and gain access to employment services. It has also launched skill development programs to build the competence of rural youth of each and every state, especially for the youth belonging to BPL, SC and ST categories.

Govt. of India has formulated National Youth Policy, 2014 for providing a smooth way to the employment sector of the rural youth of the country. This policy gives stress on promoting youth education by emphasizing capacity building, improving quality of education and promoting skill development and lifelong learning. By the policy 2014 capacity building and improving quality of education should be made by increasing access and equity in education. The policy also emphasizes on creating an inter-linkages between system such as formal education, vocational education and training, Skilling programs, literacy and basic education programs.

Different Union Ministry of Govt. of India takes several steps for improving quality education, skill development, enhancing livelihood for the people of rural areas of the country. Indian government has implemented the landmark Right of Children to Free and Compulsory Education (RTE Act) to ensuring equal access to quality education.

Ministry of Human Resource and Development (MHRD) started different programs like SSA, RMSA, and RUSA for ensuring equity and quality in education for all. MRHD also take steps in providing vocational training and skill development training to the secondary stage students throughout the country. RMSA, Assam has started vocational courses of IT/ITEs, Retail trades in 57 Higher Secondary Schools from 01/01/2015 and 104 no of teachers appointed in these schools. In the academic year 2017, 95 higher secondary schools are covered with the trades of IT/ITEs, Retail, Health care and security. Along with it, in order to provide diverse opportunities to school students in the field of vocational education MHRD has identified 100 job rules for the students of class X-XII under the scheme of Vocationalisation of Secondary and Higher Secondary Education.

Ministry of Rural Development also started various livelihood programs in Assam under the umbrella of Assam State Rural Development Mission. The Ministry started Rural Self Employment Training Institutes (RSETI) for proving intensive short term residential self-employment training program aiming at mitigating the unemployment problem. Ministry of Rural Development has also started a skilling and placement initiative through Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) in the year 2014. The scheme is aiming at to adding diversity to the income of rural families and catering the occupational aspirations of rural youth between the age group of 15-35 years.

Ministry of Skill Development and Entrepreneurship also takes many more energetic steps for developing skill and efficiency of rural youth and make them useful resources for the society. Indian Institute of Entrepreneurship (IIE), Assam is an organization focus on developing entrepreneurship, providing training, research and consultancy activities in Small and Micro Enterprises. Again, ITI also gives stress on reducing unemployment among the educated youth by providing training and equipping them with suitable skills for Industrial Employment and Self Employment.

Ministry of Labour and Employment has taken a lot of inventiveness in the field of skill development and employment. The Ministry conducted training of trainers by Advanced Training Institutes and Regional Vocational Training Institutes. Again, it has also set up a standard system of assessment and certification of vocational training and industries are being involved in curriculum design. The National Employment Service is being modernized and converted into National Career Service (NCS). In addition, the Ministry is also bringing out the National Employment Policy. In Assam, Vocational Rehabilitation Centre (VRC) also set up under the Ministry of Labour and Employment for providing speedy rehabilitation to

differently able children which enables them to secure suitable employment that helps in integrating and reintegrating with the greater society.

Suggestions for solving the unemployment problem:

Unemployment is a burning issue in India. It is a type of situation in which able-bodied people who are looking for a job are unable to find it. Persistent and high rate of unemployment has negative effect on economic growth and development. It can also create economic inequality. As on September 2018, India has 31 million jobless people. Unemployment problem creates a lot of hindrances in the smooth way of societal progress. Different social problems like poverty, youth unrest, lower economic growth, crime rate, health issues etc. are going side by side with unemployment. Govt. takes different initiatives for solving this expanding issue. But, still unemployment problem represent itself as a major issue particularly in Assam and as well as in India. There are some ways described below through which we can solve the unemployment problem in Assam as well as in India.

1. Attempts should be taken to control the rapid population growth. By controlling the population explosion we can ensure that our children get quality education which helps them in developing their skills and competency. It ultimately leads to solve the unemployment problem throughout the country.
2. The quality of whole education system of India should be maintained so that the children of our country can easily cope up with the greater world. It definitely helps the children to get education according to their needs and helps in finding a place in job market.
3. The curriculum of every stages of education should be based on practical things so that one can relate his/her knowledge with the practical field. Its helps in developing and using their knowledge, skills, competencies which could be fruitful in solving unemployment problem.
4. Education for developing skill and competency should be introduced right from the secondary level of education. It should be ensured that every single region of the country have the opportunity to help their students in developing skill and competency. It also helps in tackle the unemployment problem effectively.
5. Vocational education courses should provided as a part of core curriculum. Though govt. of India has taken different initiatives for providing vocational education from the secondary level. But, it is not appropriately implement in all over India especially in the rural areas due to lack of infrastructure, no. of teachers, adequate training facilities, unavailability of teaching materials etc. So, it should be ensured that every children of our country can avail the equal opportunity to pursue vocational educational courses as per their requirement. It definitely helps in solving unemployment problem.
6. India is an agricultural based country. More than 60% of Indians busy with in different farms. So, appropriate govt. should encourage and take

necessary steps to develop agricultural based industries in rural areas. As a way the rural youth can easily engaged with this types of activity which automatically helps in tracking back employment scenario in the positive trends.

7. Government should allow more foreign countries for setting up their unit in Assam as well as in India, so that more and more employment opportunity can be generated.

8. Appropriate govt. should also take steps in encouraging self employment programs by proving more assistance to self employed people. It is also be a fruitful way to work out for unemployment problem.

9. Decentralization of Industrial activity is also an effective way to figure out the unemployment problem. So, Govt. should adopt such policies and programs that encourage decentralization of industrial activity.

5. Conclusion:

Education is one of the necessary elements for formation of human capital. Education brings socio-economic strength, standards of living, moral value, and awareness among the people. So, quality education should be provided to the people to ensure development of a nation. By providing quality education to the rural and poor people helps in upgrading their living standards, socio-economic status, and also helps in developing skill and training which is essential for getting employed. Therefore appropriate govt. should take some necessary step for giving equity and quality of education for all. Govt. should take proper stand to provide adequate vocational, professional and skill training to the rural people so that they could earn their livelihood and bring efficiency and perfection in their own field. Policy makers should also pay attention in uplifting the condition of rural female workers by improving their skill and educational level.

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