

LIBERALISATION AND JOB CREATION IN UNORGANISED MANUFACTURING SECTOR OF INDIA

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Abstract:

The unorganised manufacturing sector has been a major sector in the Indian economy, which provides employment to 92 per cent of the labour force and has remained neglected so far. The organised sector accounts for the larger share in manufacturing output but the contribution of unorganised segment to total manufacturing employment is huge. It has been reported that the size of unorganised manufacturing employment is three times higher than the organised manufacturing employment. This paper studies the growth and determinants of unorganised manufacturing employment in the Indian economy; and analyses the industrial and regional compositions of unorganised manufacturing employment in India. In the Indian context of post economic reforms, the rate of growth of the economy and the rate of growth of employment have accelerated, but the economy as also employment remains undiversified. The quality of employment remains very poor for a major portion of workers and the conditions of work seems to have deteriorated in terms of social security and other amenities. Given the crucial role of the manufacturing sector in India's economic growth, more attention needs to be directed to this sector.

Keywords: liberalisation, unorganised, regional composition, economic reforms.

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Introduction:

An important feature of labour market situation in India is the predominance of unorganised employment. The dominance is such that since early 80's and even before that more than 90 per cent of the total work force has been engaged in the unorganised sector to earn their income and livelihood. The analysis of trend and pattern of growth in employment shows that, over the years, formal employment growth has always been less than that of total employment, indicating a faster growth of informal employment. Further a broad segment consisting of agriculture (both organised and unorganised) and organised non-farm sector, which currently absorbs nearly 70 per cent of total workforce, is showing the signs of negative growth rate and it is being predicted that these sectors will cease to absorb more and more labour force (Bhalla & Hazell, 2003). In this context, informal employment, especially its non farm segment, is being assigned a dominant role in official committees meant for future additional employment generation. For instance the Special Group on "Targeting Ten Million Employment Opportunities per year over the Tenth Plan Period (2002-2007) set up by planning commission was of the view that – exclusively for generating the desirable high level of employment in the country, one has to target the unorganised sector, including small and medium enterprises" (GOI,2002). Thus, in view of its tremendous importance there is a need to focus efforts and attention to develop a comprehensive understanding about the problems, needs, issues, and changes that are taking place in this sector. It has been recognised by all sections of researchers and writers that the working and the labour conditions in the unorganised sector are deplorable and in fact, the unorganised sector is at a disadvantageous position deserving supportive policy measures. So it is necessary to improve the working conditions, productivity and wages of the workers in this sector so that the benefits of globalisation may spread equally to the working masses who toil hard for the growth of the economy. In this perspective, present paper is an attempt to explore the factors determining employment in the unorganised manufacturing sector of India. This paper has six sections including the introductory section. Section 2 will deal with the review of the relevant literature regarding employment. Section 3 discusses methodology and data sources. Section 4 analyses the growth of certain key indicators of unorganised manufacturing sector employment of India. Section 5 will discuss the findings regarding employment in unorganised manufacturing sector of India and finally section 6 will conclude the study.

Review of Literature:

There are various studies which deal with the determinants of employment in post reform period in Indian unorganised sector in general and manufacturing sector in particular. Kundu and Lalitha (1998) studied the decline in the share of informal sector in general and urban informal sector in manufacturing sector employment in particular, in late eighties and early nineties. Using NSSO data and considering OAMEs and NDMEs as the two components of the informal manufacturing sector, they showed that the growth profile in the informal manufacturing sector has shown two opposite trends. Balhotra (1998) found significant influence of productivity, factory size, and alternate wages on employment in Indian manufacturing in the post reform period. Chadha and Sahu (2002) using the data from the NSSO/NAS, reported a marginal decline in the growth of manufacturing sector employment from 2.2 per cent in 1983-1994 to 1.8 per cent in 1994-2000. This was accompanied by an increase in the growth of fixed capital from 5.7 per cent in 1983-1994 to 7.3 per cent in 1994-2000. There was also a corresponding growth in value added from 6.1 per cent in 1983-1994 to 7.4 per cent in 1994-2000. The trends convey that the growth in the latter half of 1990s was marked for capital infusion. Goldar and Banga (2005) observed relationship among wages and employment. They found that difference in wage rate may arise due to differences in alternate wages and in the bargaining strength of employees. Heintz (2006) and Rama (2002) opined that wages are the central indicators of quality of employment in any economy and largely influenced by levels of labour productivity. So, there is need to improve labour productivity apart from other factors so that sustainable increase in average real earnings can be obtained. Most of the studies on employment found a negative relationship between employment and wages e.g. Dixon. et. al. (2003), Russel Tease (1991) and Phipps and Sheen (1995) found a negative relationship between employment and wages in their country specific studies. Besides, Saget (2001) and Fields (1994) tried to explore the impact of prevailing minimum wages on employment.

Data Source and Methodology:

After going through several studies on employment in Indian labour market and other related studies, present paper tries to explore the impact of various factors on employment in unorganised manufacturing sector of India. NSSO defines the unorganised sector in terms of all

unincorporated proprietary enterprises and partnership enterprises (GOI 2001). NSSO provides extensive data on unorganised manufacturing sector under three categories, Viz. Own Account Enterprises (OAMEs), Non Directory Manufacturing Enterprises (NDMEs) and Directory Manufacturing Enterprises (DMEs). Present study uses NSSO data on two digit industrial classification. NSSO provides data on gross value added per enterprise, fixed asset per enterprise, land per enterprise, loan per enterprise and many other variables for about 23 sub-sectors of unorganised manufacturing units. The data for three time periods relate to all types of enterprises in unorganised sector (i.e. for OAMEs, NDMEs and DMEs) and for rural and urban areas separately.

Growth of Unorganised Manufacturing Sector Employment in India:

It is generally argued that the unorganised manufacturing sector employment in India has grown in the phase of liberalization due to stagnation in organised sector employment.

Table 1

Number of Enterprises and Employment in Unorganised Manufacturing Sector in India by Type of Enterprise (Fig. in '000)

YEAR	Type of Enterprise	No. of Enterprises			Employment		
		Rural	Urban	Combined	Rural	Urban	Combined
1994-95	OAMEs	9535	2715	12250	17845	4817	22662
	NDMEs	668	932	1600	1829	3057	4886
	DMEs	294	360	654	2452	3203	5655
	All Enterprises	10497	4007	14504	22126	11077	33203
2000-	OAMEs	11058	3607	14665	19147	5914	25061

01	NDMEs	630	1082	1712	1933	3629	5562
	DMEs	247	400	647	2906	3552	6458
	All Enterprises	11935	5089	17024	23986	13095	37081
2005-06	OAMEs	11109	3504	14613	18021	5666	23687
	NDMEs	745	1025	1770	2384	3395	5779
	DMEs	274	414	688	3053	3924	6977
	All Enterprises	12128	4943	17071	23458	12985	36443

Source: Calculated from NSSO 1998 (Report No 433), NSSO 2002 (Report No. 478, 479) & NSSO 2008 (Report No 525)

Table1 shows the number of enterprises and employment in different types of enterprises for the period 1994-1995 to 2005-06. During the year 1994-1995, there were 14.5 million units in the unorganised manufacturing sector of India which provided employment to 33.2 million persons. The number of both enterprises and employment is more in the rural areas in comparison to its urban counterparts. In case of OAMEs the number of enterprises and employment is very significant in the rural areas in comparison to urban areas whereas the reverse order can be observed in the case of NDMEs and DMEs where the number of enterprises and employment is more in urban areas. By the year 2005-06, there were 17.07 million units which have provided employment to the 36.44 million people. Like the preceding period, the OAMEs have the maximum number of 14.61 million units providing employment to 23.68 million people. The rural-urban comparison of different types of enterprises shows that in the case of OAMEs the number of enterprises and employment is more in the rural areas whereas the same is more in the urban areas in the case of NDMEs and DMEs.

Table 2

Growth Rate of Number of Enterprises and Employment in Unorganised Manufacturing Sector in India by Type of Enterprise

YEAR	Type of Enterprise	No of Enterprises			Employment		
		Rural	Urban	Combined	Rural	Urban	Combined
1994-95 to 2000-01	OAMEs	2.50	4.84	3.04	1.18	3.48	1.69
	NDMEs	-0.97	2.51	1.13	0.93	2.90	2.18
	DMEs	-2.86	1.77	-0.17	2.87	1.74	2.24
	All Enterprises	2.16	4.06	2.71	1.35	2.82	1.86
2000-01 to 2005-06	OAMEs	0.09	-0.58	-0.07	-1.20	-0.85	-1.12
	NDMEs	3.41	-1.08	0.67	4.28	-1.32	0.77
	DMEs	2.10	0.64	1.24	0.99	2.01	1.55
	All Enterprises	0.32	-0.58	0.06	-0.44	-0.16	-0.35

Source: Calculated from NSSO 1998 (Report No 433), NSSO 2002 (Report No. 478, 479) & NSSO 2008 (Report No 525)

Table 2 highlights the growth of enterprises and employment in different types of enterprises for the period 1994-95 to 2005-06. During the period 1994-95 to 2000-2001, the enterprises in the unorganised manufacturing sector as a whole have registered an annual growth of 2.71 per cent per annum in comparison to the growth in the employment to the tune of 1.86 per cent per annum for the same period. This growth of enterprises and employment was not uniform for different types of enterprises. It implies that during the period 1994-2000 despite the decline in number of enterprises, the DMEs have registered a maximum growth in terms of employment whereas the OAMEs which have registered highest growth in terms of enterprises and witnessed the least growth in terms of employment. The rural-urban break-up shows that the growth of enterprises and employment is more in the urban areas in comparison to rural areas.

During the period 2000-01 to 2005-06, the number of enterprises has registered a marginal annual increase of 0.06 per cent per annum in comparison to 2.71 per cent per annum in the preceding period and employment has witnessed a negative growth of 0.35 per cent per annum. The rural-urban classification shows that the rural areas have netted a positive growth in the number of enterprises in comparison to the negative growth in the urban areas whereas the growth of employment has remained negative in both these areas. In case of OAMEs, the growth has remained negative both for the enterprises and employment whereas the NDMEs and DMEs have witnessed a positive growth for both these segments.

This is an overall view of the number and growth of enterprises and employment in unorganised manufacturing sector of India. To have a better insight for the same we can analyse the contribution of different industry groups towards the growth of enterprises and employment in this important sector of the Indian economy

Table 3

Number of Enterprises and Employment in Unorganised Manufacturing Sector in India by Industry Group 2005-06 (Fig. in '000)

Industry Name	No. of Enterprises			Employment		
	Rural	Urban	Combined	Rural	Urban	Combined
Agro Foods	4418	1003	5421	7385	2159	9544
Textiles	3716	2075	5791	6377	4915	11292
Wood & Wood Products	1915	224	2139	3526	533	4059
Paper & Paper Products	124	162	286	240	525	765
Leather & Leather Products	38	106	144	93	381	474
Chemicals &	297	121	418	599	265	864

Chemical Products						
Rubber & Plastic Products	30	48	78	105	194	299
Non-Metallic Mineral Products	536	106	642	1964	373	2337
Basic Metals	14	22	36	34	79	113
Metal Products	370v	250	620	710	947	1657
Machineries	123	169	292	225	658	883
Transport Equipments	12	28	40	62	141	203
n.e.c.	536	629	1165	1139	1814	2953
All	12128	4943	17071	23458	12985	36443

Source: - Calculated from NSSO 2008 (Report No. 525)

Table 3 shows that the manufacturing of textiles has recorded the maximum number both in terms of enterprises and employment. It has accounted for (5.79 million) enterprises and has provided employment to 11.29 million people. The rural-urban analysis shows that in the rural areas the manufacturing of agro foods has maximum number of enterprises as well as employment followed by the manufacturing of textiles and manufacturing of wood & wood products respectively. In the urban areas the manufacturing of textiles has also retained its first place for the number of enterprises and number of employment followed by manufacturing of agro foods and manufacturing of metal products. So it can be concluded that all these three industry groups has accounted for the major chunk of enterprises and employment in unorganised manufacturing sector of India over the entire period with the manufacturing of agro foods and the manufacturing of textiles had their supremacy in the rural and urban areas respectively.

Table 4

Growth Rate of Number of Enterprises and Employment in Unorganised Manufacturing Sector in India by Industry Group (1994-95 to 2000-01)

Industry Name	No. of Enterprises			Employment		
	Rural	Urban	Combined	Rural	Urban	Combined
Agro Foods	4.40	7.29	4.98	3.04	5.17	3.51
Textiles	11.16	22.02	14.28	5.35	13.21	8.23
Wood & Wood Products	0.16	-3.63	-0.36	0.45	-5.34	-0.54
Paper & Paper Products	-0.98	6.94	4.89	-1.73	6.41	4.75
Leather & Leather Products	-4.64	-1.14	-3.07	-5.65	-2.79	-3.82
Chemicals & Chemical Products	9.52	7.07	8.21	11.64	5.27	8.35
Rubber & Plastic Products	8.43	0.53	3.09	12.07	-1.58	1.38
Non-Metallic Mineral Products	-1.34	3.52	-0.66	2.28	5.37	2.73
Basic Metals	12.25	-1.27	2.31	12.25	-2.02	1.05
Metal Products	6.87	5.26	6.17	5.03	2.53	3.56
Machineries	10.39	12.81	11.71	9.68	10.88	10.60
Transport Equipments	1.98	6.99	5.68	0.71	5.95	5.08
n.e.c.	-16.51	-11.39	-14.01	-14.64	-9.40	-11.79
All	2.16	4.06	2.71	1.35	2.82	1.86

Source: - Calculated from NSSO 1998 (Report No 433), NSSO 2002 (Report No 478, 479)

Table 4 & 5 exhibits the growth of enterprises and employment among the major industry groups of the unorganised manufacturing sector of India since 1994-95 for the rural and urban areas separately. During the period 1994-95 to 2000-01 all the industry groups except

manufacturing of wood & wood products, non metallic mineral products and leather & leather products have shown the positive growth in terms of number of enterprises. Similarly

Table 5

Growth Rate of Number of Enterprises and Employment in Unorganised Manufacturing Sector in India by Industry Group (2000-01 to 2005-06)

Industry Name	No. of Enterprises			Employment		
	Rural	Urban	Combined	Rural	Urban	Combined
Agro Foods	1.96	-1.94	1.17	-1.37	-1.58	-1.42
Textiles	2.02	2.15	2.06	0.62	1.40	0.95
Wood & Wood Products	-4.93	-8.28	-5.32	-4.67	-6.43	-4.91
Paper & Paper Products	20.41	-2.51	4.18	15.26	-3.08	0.89
Leather & Leather Products	-16.03	4.76	-3.82	-7.05	7.53	3.50
Chemicals & Chemical Products	22.65	1.38	13.70	14.54	0.08	8.75
Rubber & Plastic Products	-5.11	-5.29	-5.22	-0.38	-4.79	-3.38
Non-Metallic Mineral Products	-4.84	-4.44	-4.78	-5.19	-5.15	-5.19
Basic Metals	0.00	-2.52	-1.59	-3.20	-3.00	-3.06
Metal Products	-0.05	-1.67	-0.73	0.99	0.80	0.88

Machineries	3.22	4.75	4.09	1.49	2.56	2.28
Transport Equipments	5.92	-1.37	0.51	20.90	-0.83	3.49
n.e.c.	-3.03	-3.01	-3.02	-1.61	-0.110	-0.70
All	0.32	-0.58	0.06	-0.44	-0.16	-0.35

Source: - Calculated from NSSO 2002 (Report No. 478, 479), NSSO 2008 (Report No.525).

all the industry groups except manufacturing of leather & leather products and wood & wood products have registered a positive growth in terms of employment. During this period the industry which shows the higher growth of enterprises are manufacturing of textiles. During the period 2000-01 to 2005-06, it is observed that the growth rate of enterprises is positive for six industries, whereas the growth rate of employment is positive for seven industry groups. During this period a significant point to be noted is that the manufacturing of leather & leather products which has shown the high negative growth for the number of enterprises has depicted a high positive growth for the employment. So this industry group has contributed towards increase in employment despite the decrease in number of enterprises. Like the preceding period, the manufacturing of chemicals & chemical products have again netted a higher growth. The analysis of the growth of enterprises and employment by rural-urban classification depicts that during the period 1994-95 to 2000-01, for most of the sub-sectors (with exception of manufacturing of wood & wood products, chemicals & chemical products, rubber & plastic products, basic metals and metal products) the growth of enterprises and employment in urban areas was greater than that of rural areas but the period 2000-01 to 2005-06 has observed different trends as the growth of enterprises in rural areas has been high than that of the urban areas with exception of manufacturing of textiles, leather & leather products, non-metallic mineral products and machineries. In case of employment the sector of manufacturing of transport equipments, paper & paper products, chemicals & chemical products (in descending order) observed a very high positive growth of employment in rural areas while in urban areas these sectors were manufacturing of leather & leather products, machineries and textiles but their growth rate of employment is not as high as that of the fastly growing sectors (in terms of

employment) in rural areas. Still the growth of employment in unorganised manufacturing sector in rural areas has declined to a larger extent as compared to the urban areas.

Finally, among the determinants of employment (See Table 6) it has been found that the level of employment is positively determined by the gross value added per enterprise (size variable), availability of complimentary factors and required inputs such as fixed assets, land, loans, availability of raw material etc.

Table 6
Correlation Coefficient of Employment with certain variables

Variables	2000-01			2005-06		
	Rural	Urban	Combined	Rural	Urban	Combined
Wages	0.199	0.551***	0.406***	0.429**	0.046	0.0187
GVA per Enterprise	0.780***	0.808***	0.802***	0.892***	0.565***	0.775***
Fixed assets per Enterprise	0.698***	0.685***	0.632***	0.694***	0.398**	0.636***
Land per Enterprise	0.617***	0.694***	0.634***	0.587***	0.298*	0.570***
Loan per Enterprise	0.686***	0.582***	0.559***	0.410**	0.721***	0.329*
Easy Availability [#] of Capital	0.057	0.346***	0.21	0.251	0.059	0.143
Easy Availability [#] of Raw Material	0.182	0.237	0.458***	0.488***	0.169	0.484***

Source:- Calculated from NSSO 2002 (Report No. 478, 479, 480), NSSO 2007

(Report No. 524, 526) & NSSO 2008 (Report No. 525)

Note:

Derived from units reporting availability of capital and raw material as their main problem

*** Significant at 99 per cent level of significance

** Significant at 95 per cent level of significance

* Significant at 90 per cent level of significance

Among all such things, the relationship is the strongest with size variable, followed by fixed assets and land per enterprise. But the rural-urban break-up shows that though the urban units do not exhibit any significant relationship between employment and wages, but in rural areas, the employment in unorganised manufacturing units increases if there is an increase in wages. Availability of raw material is also a significant factor in rural areas, which has positive relationship with employment in unorganised manufacturing units. Thus, we can say that the units with bigger size, more access to complementary factors are more likely to employ more of workers.

Findings of the study:

It has been observed that majority of the enterprises in the unorganised manufacturing sector of India are own account enterprises (OAMEs), they also provide employment to the highest number of persons among all types of enterprises in this particular sector. But these enterprises are mainly located in the rural areas. Among the establishments (i.e. NDMEs and DMEs), the number of enterprises are more in NDMEs but the DMEs employ more of people as compared to NDMEs. Moreover, by the period 2000-01 to 2005-06, DMEs have registered the highest growth rate of both employment and enterprises. It seems that the unorganised manufacturing sector of India is gradually moving from small home based own account enterprises to relatively bigger establishments i.e. DMEs. These are positive trends, particularly in the era of rapid industrialisation.

The sector-wise distribution shows that the unorganised manufacturing sector of India is mainly concentrated in three sub-sectors, namely, manufacturing of agro-foods, textiles and wood & wood products. These sectors account for 75 per cent of the total enterprises and about 70 per cent of the total employment in the unorganised manufacturing sector of India. Out of these, the sectors of manufacturing of agro-foods and textiles have experienced an increase in their share both in employment and enterprises while the manufacturing of wood and wood products has experienced a decline in its share. Another interesting point of this distribution is that the manufacturing of agro-foods is gradually being ruralised and the manufacturing of textiles is being urbanised. However, among the various sub-sectors, the fastest growing sectors are the manufacturing of chemicals & chemical products, machineries and transport equipments.

This study has also observed that the level of employment is positively correlated with size of the enterprises (measured as gross value added) and required inputs. So, the enterprises/sub-sectors with adequate availability of raw materials, capital, fixed assets and higher gross value added in their units are likely to generate more employment as compared to the ones who fail in this regard.

Conclusion:

To sum up, it can be said that unorganised sector had always remained the largest contributor to employment. Its importance as an employment creating sector has particularly increased in the present phase of globalisation as this phase was not conducive to expanding employment opportunities in the organised sector. However, since majority of workers are employed in low productive and less paid sectors, the quality of their employment is also very low. It presents a challenge to the policy-makers with regard to issues like: improvement of working conditions, legal and social protection of the persons employed in the informal sector; increasing the productivity of informal sector activities; training and skills development; organization of informal sector producers and workers; development of appropriate regulatory framework; government reforms; urban development etc. so there is a need of social security arrangements for the workers in the unorganised manufacturing sector.

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