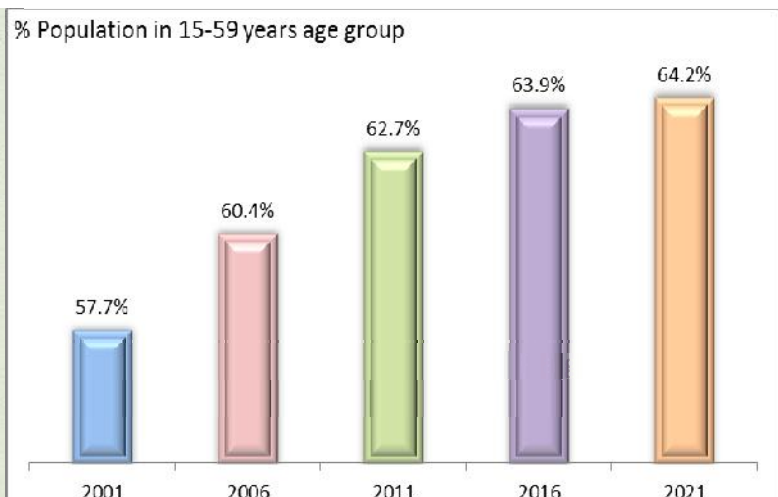
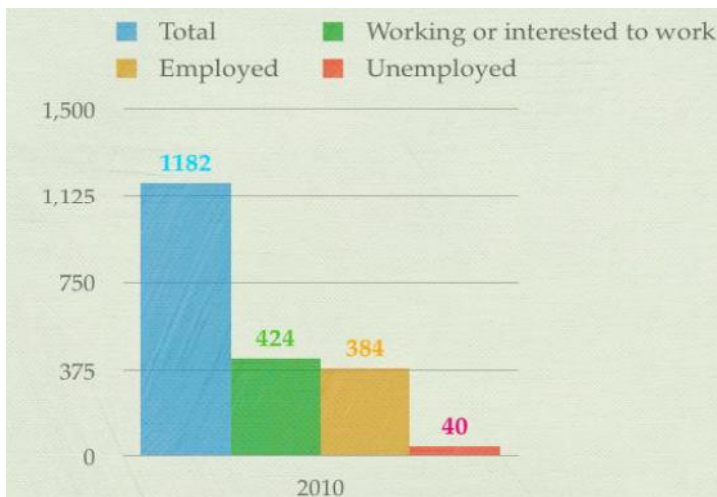
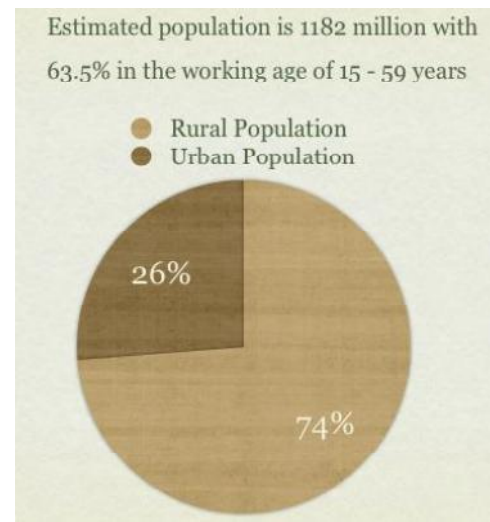


Introduction:

Productive employment generation with “decent work” conditions is an important concern. Although the overall economic growth achieved by the Indian economy, particularly during the current decade, has been impressive, employment growth has not kept pace. At a time, when India is aiming to achieve double-digit economic growth, commensurate employment growth assumes crucial importance from the point of view of sustaining overall high growth in the medium to long term, distributing the benefits of growth, and impacting the rate of poverty reduction in the country.

India is a predominantly agricultural country. Wage employment is a small fraction of total employment. What is serious is the large number of employed persons working with low levels of productivity and income. Out of the total population currently employed 27-33% are living below the poverty line. The main reasons for such a situation include inadequate growth of the economy, power productivity & labour force being in adequately skilled and growth rate of labour force being higher than the growth rate of employment etc.

Prospect and growth of every field is definitely not the same and varies from place to place. As far as the Indian Job Layout is concerned IT, Healthcare and the BPO sectors are showing an excellent growth. IT companies are enormously going for both on campus and off campus recruitments. Even for Healthcare and BPO many new scopes of employment are opening up gradually. However the IT and the BPO sectors contribute to almost 50% of employment growth in India.



According to global HR consultancy Ma Foi Randstad MD and CEO E Balaji *“Although there will be a variation in employment generation outlook across sectors, new jobs will continue to be added, but at a slower pace .The sectors where new job creation has been adversely affected include FMCG, sales, customer service operations, insurance and telecom. Ma Foi Randstad said in a report in October that there was a shortfall of 2,29,500 jobs, as against the prediction of 1.6 million made at the beginning of 2011.*

The Banking and Financial Sector is added 116,240 jobs in 2011 and gave a output of 8.9% increase in jobs. The Education sector contributed significantly to the employment base of the country as it added 107,500 jobs in 2011. Growth in energy sector was recorded with the addition of 24,900 jobs. The Healthcare and Hospitality sector added 248,500 and 218,200 jobs respectively. The IT, machinery, manufacturing sector showed tremendous increase in employment by addition of 183,000, 64,000 and 223,400 jobs respectively. In terms of growth percentage, we find that Pharma, Real Estate & Construction, IT & ITeS, Media 7 Entertainment and BFSI sectors are likely to occupy the top slots.

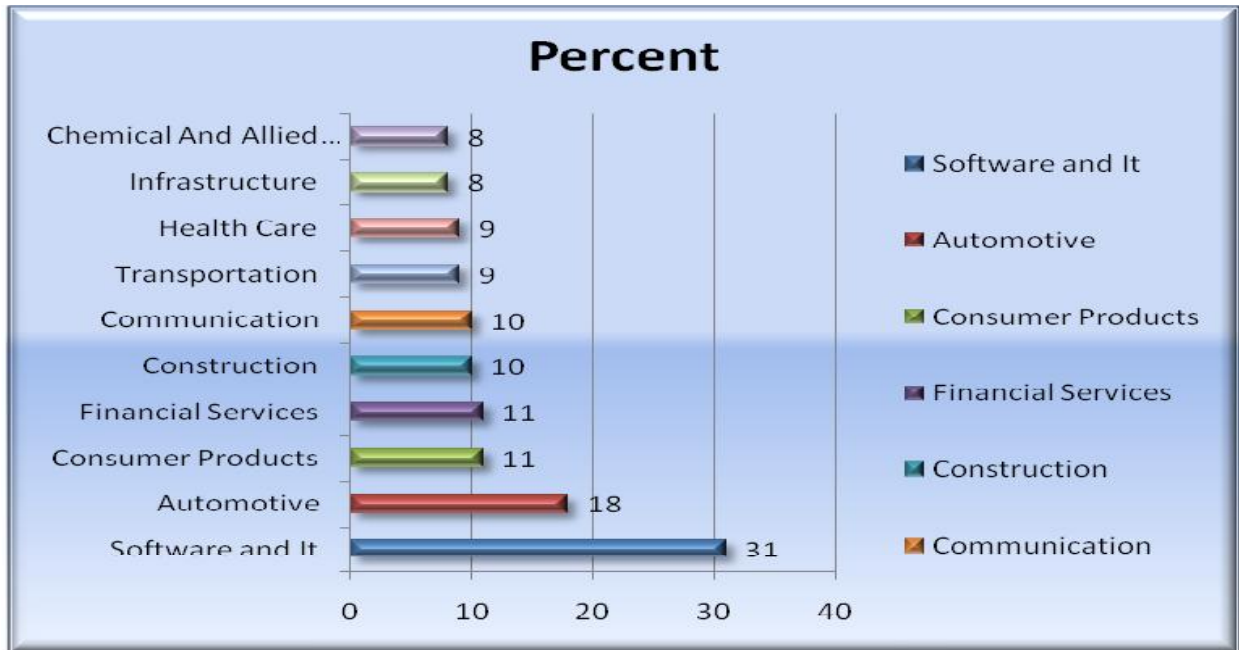
The employment has shown an increasing trend in most of the cities covered in the survey. Bangalore, Pune, Delhi & NCR and Mumbai have shown substantial increase in their employment base. The urgent need for skill development and employability is explained by CEO of Talent Sprint, Mr. Santanu Paul because as per the current scenario 20% graduates are only employable and by 2020 when number of college graduates will increase by 1 crore or 75 lakh then the situation will be worsened. The research shows that 1 crore jobs are expected in the IT/BFSI sector indicating a balance between demand and supply.

Importance of Skill development and Training

Skills and knowledge are the driving forces of economic growth and social development of any country. The economy becomes more productive, innovative and competitive through the existence of more skilled human potential. The level of employment, its composition and the growth in employment opportunities are the critical indicator of the process of development in any economy. Increasing pace of globalization and technological changes provide both challenges and growing opportunities for economic expansion and job creation. In taking advantage of these opportunities as well as in minimizing the social costs and dislocation, which the transition to a more open economy entails, the level and quality of skills that a nation possess are becoming critical factors. Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of globalization.

Employment Increase in Various Sectors

Sectors	Entire 2011 (Employees increment)	2011 % Increase
Banking, Financial Services and Insurance	80,700	8.90%
Education, Training and Consultancy	1,07,500	1.10%
Energy	24,900	2.80%
Healthcare	2,48,500	7.40%
IT and Ites	1,83,000	9.50%
Manufacturing - Machinery And Equipment	68,400	6%
Manufacturing - Non-Machinery Product	2,23,400	5%
Media And Entertainment	1,26,100	9.30%
Pharma	49,400	17.40%
Real Estate And Construction	1,44,700	16.80%
Consumer, Retail And Services	38,600	5.90%
Transport, Storage And Communication	93,300	3.50%



The real estate sector in India has assumed growing importance with the liberalisation of the economy. The consequent increase in business opportunities and migration of the labour force has, in turn, increased the demand for commercial and housing space, especially rental Housing. Developments in the real estate sector are being influenced by the developments in the retail, hospitality and entertainment (e.g., hotels, resorts, cinema theatres) industries, economic services (e.g., hospitals, schools) and information technology (IT)-enabled services (like call centres) etc. and vice versa.

India's construction industry has shown enormous amount of resilience as well as great capabilities over the period of last two decades. Starting from the era of government monopoly over infrastructure development to private participation, the industry has withstood the challenges of building a new India. Now, the country is proud to have some of the best and young minds in the form of entrepreneurs who are proving to be the game changers for the industry. Most of these entrepreneurs are educated at some of the finest international universities besides being exposed to an enriching overseas experience. They are instilling the global expertise into their family-run businesses; at the same time, they care for their traditional values and thus bring together the best of the both worlds.

