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A Study Based on The Conceptual Framework of Unemployment in India
Chhenar Mia

Research Scholar, Department of Education, Mansarovar Global University, Sehore, M.P., India.

ABSTRACT

Today, India faces a number of social and economic difficulties, one of the most pressing being unemployment. Economic expansion, social harmony, individual progress, and standard of living are all impacted. The current research delves into the conceptual framework of unemployment in India, exploring its definition, characteristics, origins, categorisations, and socio-economic effects. Various types of unemployment are discussed in the study, including seasonal, structural, disguised, frictional, technological, and educated unemployment. These forms of unemployment are common in both rural and urban areas of the country. The study highlights the many factors that contribute to India's high unemployment rate, including the country's fast population increase, its underdeveloped industrial sector, the disparity between educational attainment and job prospects, the absence of vocational training, regional inequalities, and technological advancements in the labour market. Policymakers and society are increasingly concerned about the growing number of educated youth who are unemployed, thus this issue receives special attention. This research delves further into the ways in which unemployment affects a variety of social and economic outcomes, including migration, poverty, criminality, psychological distress, and economic dependence. Books, journals, government publications, census data, and labour force surveys are the main secondary materials that have been used to build this conceptual study. In an effort to lower unemployment and increase chances for sustainable livelihoods, it examines a range of government programs and efforts aimed at creating jobs. According to the results, unemployment is a social and developmental problem as well as an economic one; thus, it calls for comprehensive policy responses, training for all workers, encouragement of business ownership, and equitable budgeting. Developing successful employment strategies and guaranteeing balanced socio-economic growth in India requires a full grasp of the conceptual framework of unemployment, according to the study.

Keywords- *Employment, Strategies, Psychological Distress, Socio-Economic, Encouragement.*

INTRODUCTION

Today, unemployment ranks high among India's most pressing social and economic issues. It describes a situation where people who are able to work physically and mentally and are ready to work for the going rate of pay can't find jobs that suit them. Rising populations, income inequality, new technologies, and competition for fewer jobs have all contributed to persistently high unemployment rates in developing nations like India. The problem impacts national progress, social peace, and human dignity in addition to economic output. Despite India's large pool of potential workers, the country's job market has failed to keep up with demand. Educated young, rural residents, and the economically disadvantaged are more hit hard by the issue. As a whole, India's economy is plagued by a wide range of unemployment rates,



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including seasonal, disguised, structural, frictional, technological, and educated unemployment. Collectively, these manifestations—which vary in kind and origin—contribute to economic instability, social inequality, migration, and poverty.

Unemployment in India can be better understood in terms of its definition, scope, causes, and effects by consulting the conceptual framework. Unemployment is a result of a complex interplay of political, economic, social, educational, and demographic variables. Additionally, the paradigm clarifies how problems like poverty, underdevelopment, skill mismatch, and geographical inequality contribute to unemployment. If we want to create jobs and keep the economy growing, we need policies that take these ideas into account. This research sets out to define unemployment in India and then investigate its features, origins, categorisations, and social and economic effects. Topics covered in the research include industrialisation, entrepreneurship, vocational education, skill development programs, and government programs aimed at lowering the unemployment rate. The research aims to offer a complete knowledge of unemployment as an economic and social issue affecting India's progress through this conceptual analysis. Studying unemployment has become more important in light of globalisation, technological transformation, and shifting labour market conditions. If India is serious about inclusive growth, social justice, and economic stability, it must have a better grasp of the unemployment problem.

CONCEPTUAL FRAMEWORK

Education

There are three common ways to look at the word "education": by topic, by method, and by body of information. One uses the term "education" in a more restricted sense when referring to a person's level of achievement or degree. Education is employed as a subject when it is used to discipline in an institutional setting. Also, education can be understood as a process in a broader sense. In addition, the third sense, that of a process, is often used when discussing education.

The English term "education" has its roots in the Latin words "Educare" (Educere) and "Educatum," according to etymology. To educate means to mold or instruct. Developing anything from its "latent or potential existence" into a tangible form is what it means to bring it out. Educating is the process of imparting knowledge. Pedagogy and educational theory are also covered. "Siksha" in Hindi comes from the Sanskrit term "Shash," which has several meanings and applications, including discipline, control, order, direction, and rule. Providing guidance and instruction in this setting is similar to disciplining an individual (Kumar & Ahmad, 2008).

The process of education transforms a person from naiveté to knowledge and from a static set of beliefs to a living, breathing web of ideas or a whole new religion. As a result, the student is conditioned, improved, sharpened, transformed, and fulfilled. The primary goals of education are to civilize and empower students. A person's life is therefore profoundly affected by education. A right to education, a potent weapon for societal progress and development, is one of the basic human rights. It fortifies and encourages job creation, innovation, economic expansion, and social cohesion.



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Education has supplanted the ancient desire for heads as the primary motivation nowadays. Schools and universities today are the equivalent of the Morungs of yester year, and a lady may refuse to marry an illiterate man for the same reason she might reject a spouse who had not chopped off even one of her heads (Joshi. 2001).

Educating people to turn resources into useful inputs is an important but under-discussed topic in economic theory. In the human capital idea, for instance, students are seen as resources that may be turned into productive ones through the process of education. Secondly, businesses can select the most qualified candidates based on the amount of time they spend in school. Thirdly, in order to save recruitment costs, the bumping theory suggests screening applicants according to their degree of education. The list is organized with the most educated people at the top and the least educated people at the bottom. Fourthly, people with more education tend to be preferred by employers. This demonstrates the significance of a bachelor's degree in securing gainful work (Arora, 2020).

Employment

A person's means of subsistence is determined by their employment, which is defined as "the act or occurrence of employing someone or something, or the condition of being employed; employ; service" in the Cambridge English Dictionary. how many people are actively working or otherwise engaged in gainful employment, in addition to any other activities, projects, or responsibilities that occupy their time.

Consequently, "employment" is to be employed or to have a job. the process of employing someone and the work that individuals do in exchange for payment. One of the most pressing societal and economic concerns is the current state of employment. Its significance lies in the fact that it influences societal stability and economic prosperity.

Employment shapes a society's character and future course. It also has an impact on how people describe themselves. Imagine the repercussions if a sizable portion of the population were unemployed. Even while this may seem like a "groundless" worry, if we do not address it soon, it may eventually happen. Youth are the major job seekers as they fall in the traverse journey of life from adolescence to youth. When many take over the family business, major portion of youth becomes the first-time job seekers for economic opportunities existing in the country. The dynamic job market keeps the people getting in and out of the system. Though one finds the problem of unemployment, the rate of unemployment varies from country to country. Having sufficient employment in a country not only boosts the economy, but also improves the economic wellbeing of its population. While high unemployment can lead to many ill effects in society. Youth employment is now a top priority in most countries across all regions. Many policies and initiatives are carried out both internationally and at national level for the development of youth employment (Youth in India, 2017).

Unemployment

Many economists have tried to understand the topic of employment and unemployment by developing their own theories. Unemployment has grown into a worldwide problem, and while it is difficult to pin down exactly what it is, it is certainly the most complex and grave of all labor difficulties (Kikhi, 2006).



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The term "unemployment" was first used in 1887 by the Massachusetts Bureau of Labour Statistics to characterize workers who willingly could not find work (Clark, 2011). The inability to find gainful employment is known as unemployment (Bajpai, 1992). Unemployment is defined by Mellow (1969) as the inability to get gainful employment notwithstanding a strong desire to do so. According to him, "Unemployment is a deprivation of the opportunity to fulfil one's societal tasks for which one has been qualified by education and other endowments."

Unemployment makes it hard for people to fulfill their social obligations, that much is certain. When people are forcibly or involuntarily removed from gainful employment, this is known as unemployment (Fairchild, 1958). According to Harris and Levenly (1975), being able to work but unable to do so is the definition of unemployment.

There are two components to the labor force, according to the commonly used terminology in industrialized countries: employed individuals and the unemployed. Everyone else is considered to be out of the labor force. Everyone who works, whether for themselves or another person, is deemed to be employed.

So, everyone who engages in tasks that have historically been remunerated is deemed to be employed, regardless of their age. Those who are (a) not actively seeking employment are collectively known as the unemployed. that (b) are actively seeking employment and (c) are ready to accept an offer of employment. "Seeking work" encompasses a wide range of job-hunting behaviors, including but not limited to creating an Employment Exchange profile, reaching out to prospective employers, publishing responses to job ads, and so on.

The labour force is the sum of all people who are either actively working or looking for work. Indian unemployment rates are based on three criteria: being out of work (defined as being unemployed for more than one hour during the reference period or taking a short leave of absence from paid work or self-employment), being available for work (defined as being available for paid job or self-employment throughout the reference period), and actively looking for work (defined as having taken certain actions recently to look for paid job or self-employment) (National Statistic Organisation, 2011).

In 1950, the National Sample Survey Organization (NSSO) was established with the purpose of collecting data on employment and unemployment in India. Three distinct methods and reference periods are used by the National Sample Survey Organization (NSSO) to classify an individual's activity status. As a result, three distinct employment and unemployment figures are produced. They are as follows: -

1. Using the standard status technique and a reference period of 365 days before the survey date.
2. A method to calculate current weekly status, a reference period of seven days before the survey date is used.
3. The present daily status method, with seven days prior to the start of the survey serving as the reference period. Before you can tell if someone is employed or unemployed, you have to find out if they are in the "Labour Force" or not. This determination is based on the individual's "Activity Status" throughout the selected reference period. The term "activity status" describes a person's situation in regard to their participation in economic and non-economic activities throughout the reference period. Three broad categories of activity have been defined by the NSSO:



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Working (involved in economic activity), often known as "Employed"

- i) Available or looking for work, sometimes known as "unemployed"
- ii) Not looking for job or being open to it.

When it comes to the labor force, everyone with broad activity status i) or ii) is deemed to be in the workforce, but when it comes to wide activity status iii), they are thought to be jobless. Consequently, the workforce consists of individuals who are either working or looking for work. The labor force of a nation or area consists of all the people who are either working or looking for work.

A person is considered to be "not in the labour force" if they have been engaged in a non-profit activity for a long time. How many people out of the total labor force are currently unemployed is called the unemployment rate. There have been some updates to the unemployment benefits since 1954, but the basic standards have remained the same. In light of this, we are to call someone unemployed if and only if they meet all of the following conditions:

- a) "Without work" denotes that they were not engaged in any paid work or self-employment throughout the reference period, as per the international definition.
- b) "Currently available for work" denotes that they may have acquired employment or operated their own business during the reference period; and
- c) When people use the phrase "seeking job," it implies that they have been actively looking for a job or have started their own business. Simply put, being unemployed is not having a job (Okafor, 2011). The "unemployed" are defined by the International Labor Organization (ILO) as the total number of economically active people who are neither employed nor actively seeking work, including both those who have been laid off and those who have chosen to leave their occupations (World Bank, 1993).

A nation's labor force consists of all the individuals who are able and willing to work and contribute to the economy at any given moment, according to the National Bureau of Statistics (2009). On the other hand, those who are not working but are looking for work at the time of any given study are considered to be unemployed. Someone is deemed unemployed or underemployed based on what are supposedly four main criteria. Here is what's going on:

- i) When a person's actual number of working hours per year falls short of a certain desired number of days, we say that person is happily employed part-time.
- ii) Makes less than the ideal minimum amount every year.
- iii) If they are prepared to put in longer hours than are now needed, they should be seeking for extra work or be open to taking it on if offered in an environment they are comfortable with.
- iv) Currently unemployed because of below-average productivity; removal from the workforce would not have a negative impact on production if the remaining workforce could be made more productive with some little adjustments to organisational or technological processes (Krishna, 1973).



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One definition of unemployment provided by the Government of India, Ministry of Labour and Employment, Labour Bureau Chandigarh in October 2010 is: "People who, because they do not have a job, have not worked but have looked for work through various channels such as employment exchanges, intermediaries, friends, relatives, or individual applications are deemed to be "unemployed." Under the present job and salary conditions, they may have also indicated their availability or readiness to work.

Unemployment in India can be classified into seven distinct forms. Below, we will go over the many types of unemployment:

- 1) **Disguised Unemployment:** This kind of joblessness happens when there are more people working than are really needed. Hidden unemployment is more common in the rural and unorganized industries.
- 2) **Structural Unemployment:** People go through this kind of unemployment when their skills aren't a good fit for the jobs that are out there. It is vital to offer suitable training to the large number of jobless or underemployed Indians so that they can find work that is a good fit for their skills and education levels, because many of these people are struggling to find jobs.
- 3) **Seasonal Unemployment:** People are said to be experiencing seasonal unemployment if they are unable to secure job throughout the year. As an example, construction workers in India are not typically employed continuously. When employment varies with the seasons, it is referred to as seasonal unemployment. When their skills or services are in demand, workers are hired for a portion of the year; in the off-season, they are left jobless.

Examples:

- Agricultural workers during non-harvesting seasons.
- Tourism workers during off-peak travel months.
- Ice-cream vendors or cold-drink sellers in winter.
- Workers in the construction industry during the rainy season in some regions.

Causes:

1. Dependence on climate and seasonal cycles.
2. Nature of industries such as agriculture, tourism, and construction.
3. Lack of alternative employment opportunities during off-seasons.
4. Poor industrial diversification in rural areas.

Effects:

- Loss of income for workers during off-seasons.
- Instability in livelihood, especially in rural areas.
- Underutilization of human resources.



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Possible Solutions:

1. Promotion of non-farm employment and small-scale industries.
2. Development of agro-based industries and handicrafts.
3. Skill development programs to train workers for multiple occupations.
4. Government initiatives such as MGNREGA in India to provide seasonal employment.

4. Vulnerable Unemployment: People are deemed to be unemployed under this condition. People work, but it's not official employment; there are no contracts and no documentation of their hours worked. This is one of the main types of joblessness in India. When employees labor in precarious, uncertain positions with little to no official protection, it's referred to as vulnerable unemployment. These workers frequently don't have access to social benefits like health insurance, paid time off, or pensions, nor do they have steady incomes or job security.

Characteristics:

- Employment in informal sectors such as street vending, domestic work, or small-scale farming.
- Low wages and irregular working hours.
- No written contracts or job security.
- High risk of job loss during economic downturns or crises.

Causes:

1. Lack of education and skills leading to limited formal job opportunities.
2. High population pressure and scarce organized sector jobs.
3. Dependence on informal economy in developing countries.
4. Economic instability and inadequate labor regulations.

Effects:

- Persistent poverty and inequality.
- Lack of social and financial security.
- Reduced productivity and economic growth.
- Greater vulnerability to exploitation and poor working conditions.

Examples:

- Street vendors, rickshaw pullers, construction laborers, domestic helpers, and small farmers in India.
- Workers engaged in informal sectors without any protection from labor laws.

Possible Solutions:

1. Formalization of informal jobs through government recognition and regulation.
2. Skill development and vocational training programs.
3. Expansion of social security schemes to cover informal workers.
4. Encouraging entrepreneurship and microfinance initiatives.
5. Implementation of labor welfare laws effectively.



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5. Technological unemployment: A situation where technological progress causes people to lose their jobs. World Bank statistics shows that the number of jobs in India that were seen as being at risk from automation increased by 69% in 2016 compared to the previous year. Unemployment caused by technological advancements happens when workers lose their jobs as a result of the introduction of new technologies, equipment, or automation that are capable of replacing human labor. The development of new technologies is the root cause of this particular form of structural unemployment.

Causes:

1. Automation and mechanization in industries and services.
2. Use of artificial intelligence and robotics in production and administration.
3. Computerization reducing the need for clerical and manual labor.
4. Lack of skill upgradation among workers.

Effects:

- Displacement of unskilled and semi-skilled workers.
- Increase in structural unemployment.
- Short-term job losses but potential long-term gains in productivity.
- Widening gap between skilled and unskilled workers.

Examples:

- Replacement of factory workers by machines in manufacturing industries.
- Use of ATMs reducing the need for bank clerks.
- Online ticketing systems replacing manual counters in railways and bus services.

Possible Solutions:

1. Skill development and retraining programs for workers.
2. Promotion of technical and vocational education.
3. Encouraging innovation and entrepreneurship to create new jobs.
4. Government support in reskilling displaced workers.

6. Cyclical unemployment: The business cycle is a known cause of this form of unemployment, which shows a rise in the jobless rate during recessions and a fall during expansions. India has extremely low cyclical unemployment rates. The type of unemployment known as cyclical unemployment is unemployment that happens as a result of oscillations in the business cycle. This type of unemployment is most prevalent during times of economic slowdown or recession, when the total demand for goods and services decreases.

When the economy is in a downturn, businesses produce less and cut their staff, which brings about an increase in the number of people who are unemployed. There will be more prospects for work when the economy begins to revive and demand begins to rise once more. Because of this, cyclical unemployment is closely connected to the fluctuations in economic activity that occur throughout time.



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Causes:

1. Economic recession or slowdown causing a drop in demand for goods and services.
2. Reduced production leading to layoffs and job cuts.
3. Decline in investment and business confidence.
4. Global economic instability affecting exports and industries.

Effects:

- Loss of income and purchasing power among workers.
- Decline in overall economic growth.
- Increase in poverty and social distress.
- Fall in government revenue and rise in welfare expenditure.

Examples:

- Job losses during a recession (like during the COVID-19 pandemic).
- Reduced employment in industries such as construction, manufacturing, and tourism when demand drops.

Possible Solutions:

1. Government intervention through fiscal and monetary policies to boost demand.
2. Public investment in infrastructure and development projects to create jobs.
3. Support for small and medium enterprises (SMEs) to maintain employment.
4. Stimulus packages and social security programs during economic downturns.

7. Frictional Unemployment: When employees are actively looking for new jobs or are transitioning careers, they may be laid off temporarily. When people are in between jobs, it's called frictional unemployment or search unemployment. Frictional unemployment is also called voluntary unemployment because it is not caused by a lack of jobs but by workers' own choices to leave for better ones. The term "frictional unemployment" refers to the temporary state of unemployment that happens when individuals are momentarily unemployed due to the fact that they are transitioning from one job to another, searching for new chances, or initially entering the labor.

Causes:

1. Job transition – people leaving one job to find a better one.
2. New entrants to the labor market (such as graduates).
3. Geographical or occupational mobility – workers moving to different areas or fields.
4. Imperfect information about available job opportunities.

Effects:

- Temporary loss of income.
- Wastage of labor time and resources.
- If prolonged, it may lead to financial stress for individuals.
- However, it can also lead to better job matches in the long run.



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Examples:

- A graduate looking for their first job.
- An employee quitting one job to seek a higher-paying position.
- Workers relocating to another city and searching for employment there.

Possible Solutions:

1. Improving job information systems (like employment exchanges, job portals).
2. Career counseling and placement services.
3. Encouraging mobility through housing and transport support.
4. Skill development programs to help workers fit into new jobs quickly.

CONCLUSION

According to the findings of the research conducted on the conceptual framework of unemployment in India, unemployment is a multifaceted socio-economic problem that has a substantial impact on the overall development of the nation. In spite of the fact that the economy is constantly expanding and becoming more sophisticated, a significant portion of the population continues to struggle to find employment possibilities that are both steady and productive. The problem is more severe among young people with higher levels of education, people working in rural areas, and economically disadvantaged groups. This indicates that there is a gap between the increase of the labour force and the availability of jobs that are fit for them.

According to the findings of the study, there are many different types of unemployment in India. These include seasonal unemployment, disguised unemployment, structural unemployment, frictional unemployment, technical unemployment, and educated unemployment. These forms are influenced by a variety of circumstances, including but not limited to rapid population increase, a lack of industrial expansion, an imbalance in the education system, poor skill development, regional inequities, poverty, and advances in technology. Several unfavourable outcomes have been brought about as a consequence of the continued existence of unemployment. These outcomes include economic dependence, social unrest, migration, a low standard of living, frustration among young people, and a widening of socio-economic inequality. The conceptual framework of unemployment is helpful in gaining an understanding of the interrelationships that exist between economic policies, conditions in the labour market, educational systems, and social structures. As a result, it offers a theoretical foundation for investigating the factors that lead to unemployment and the effects it has, as well as for determining the most effective methods for addressing the problem. On top of that, the study highlights the fact that unemployment is not just an economic problem; rather, it is a social and developmental challenge that has an impact on both the progress of the nation and the wellbeing of its citizens.

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