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Government Sector Employment in Nagaland

Pudezono Tase*

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About the author

*Assistant Professor,
Department of Economics,
Dimapur Government
College, Dimapur.
Email:pudezonorose@
gmail.com

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Abstract

Nagaland is pre-dominantly an agrarian economy, but in an era where agriculture has become problematic with scarcity of lands, irregular monsoon, absence of modern technology in farming, people are compelled to look for other options. Industrialization is also under-developed, so government job became an important issue for sustenance. Employment is a linked to economic growth and development.

As such economic progress has to be accompanied by higher level of employment. This paper attempts to analyse the trend of government employment in Nagaland. The study is based on secondary data using census of India and Primary Census abstract of Nagaland. The study finds that the number of employment is increasing at a decreasing rate in relation to total population. This paper also finds that female employment in the government sector is steadily increasing over the years.

Introduction

Government service or employment is a service provided by Government to people living within its jurisdiction either directly (through the public sector) or by

financing provision of services. Since the beginning of time and human imprints on Indian soil there was always a structured Government in one or the other form. As the Government always existed, so did the Government job, albeit in different names and designation.

Government Jobs in India came with a complete package of benefits. Government job offers amazing bonus, recently good pay-scales and expectable amount of work expected, comparatively lower targets and surety of monthly salaries as well as fabulous post, retirement benefits, festival bonus etc. besides the above benefits government job is popular in recent times because of the job security. From economic point of view Government Job accommodates significant amount of work force. For example in the context of Indian Economy, railways is the 7th largest employer in the world whereas the Indian Armed forces are the 8th largest employer employing about 2.7 million people, contributing not only to the purchasing power, but also to the transportation and defence needs of the country.

Caponi (2017) found that expanding public sector employment can be an effective means of reducing unemployment in the short term, providing a stabilizing effect during recessions or in relatively disadvantaged groups. He also pointed out that public sector employment can create demand in other sectors of the economy and also supports equitable policies, such as encouraging employment of marginalized and/or disadvantaged groups.

Kiran et al (2014) remarked that employment is important not only for economic growth but its ramifications have also been on social and political stability and peace in the country.

Herman (2011) found that the impact of the economic growth process on employment differs from one country to another according to the type of economic growth (extensive

or intensive), the employment sectoral structure, and the labour market flexibility. At the same time, she also highlighted that in the European economies in which the share of employment in services is high, the labour market is more flexible and where there is extensive economic growth there is higher employment intensity. She also pointed that it is highly important to act on economic growth in order to increase the employment intensity of economic growth.

Islam (2004) highlighted that growth of employment with rising productivity is seen to take place through a shift in the structure of employment towards occupations/sectors with higher levels of productivity, and improved productivity within sectors and occupations.

Khan (2001) has put forward that there are many aspects of the linkage between employment and poverty. The poor can escape poverty when there is (a) an increase in wage employment; (a) an increase in real wage; (c) an increase in self-employment; (d) an increase in productivity in self employment; and (e) an increase in the terms of exchange of the output of self employment.

India Labour Market Report-2008 (2009) found that the organized sector in India basically consists of the public and the private sectors. Compared to the private sector employment, there was rapid growth of employment in the public sector during the period 1961-81, a relative slow down during 1981-91, and a declining trend during 1991-2001. Of the total organized public and private sectors, public sector accounted for 70 lakhs in 1961 i.e. nearly 58 percent of the total organized sector employment. By 1981, public sector employment had increased to 15.5 million, which accounted for about 68 percent of the total employment in the organized public and private sectors. However, India recorded a slowdown in the public sector employment and a marginal decrease of 0.9 percent in 2001, over 2000.

As emphasized in the National Policy Women Empowerment - 2001, the goal of this Policy is to bring about the advancement, development and empowerment of women. The Policy will be widely disseminated so as to encourage active participation of all stakeholders for achieving its goals. Specifically, the objectives of this Policy include-

- (i) Creating an environment through positive economic and social policies for full development of women to enable them to realize their full potential.
- (ii) The de-jure and de-facto enjoyment of all human rights and fundamental freedom by women on equal basis with men in all spheres – political, economic, social, cultural and civil.
- (iii) Equal access to participation and decision making of women in social, political and economic life of the nation.
- (iv) Equal access to women to health care, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety, social security and public office etc.
- (v) Strengthening legal systems aimed at elimination of all forms of discrimination against women.
- (vi) Changing societal attitudes and community practices by active participation and involvement of both men and women.
- (vii) Mainstreaming a gender perspective in the development process.
- (viii) Elimination of discrimination and all forms of violence against women and the girl child; and
- (ix) Building and strengthening partnerships with civil society, particularly women's organizations.

Srivastava & Srivastava, 2010 argued that women's employment is crucial for raising their living standards, poverty reduction and for enhancing women's status.

Brief profile of the economy

Nagaland is situated in the North-east region of India, sharing international boundary with Myanmar in the east, an inter-state with Manipur on the South, Assam on the west, and Arunachal Pradesh on the north. The total geographical area is 16579 sq. km. Nagaland was inaugurated as the 16th state of the Indian Union on 1st December 1963. According to the 2011 Census, Nagaland Population is 1978502, Male 1024649, Female 953853. Density of population per-square kilometer is 119 and decadal percentage variation (2001 to 2011) -0.58. The literacy rate of Nagaland is 79.55 (82.75 Male and 76.11 Female).

In Nagaland, more than 60 percent of the population is dependent on agriculture for their livelihood, with agriculture and allied activities, contributing 29 percent of the gross State Domestic Product (GSDP).

The GSDP 2016-17 (A.E. Advance Estimate) at current prices is estimated to grow at 9.91 percent as against 5.35 percent achieved in 2015-16 (Q.E. Quick Estimate). In absolute terms the GSDP at current prices is estimated to have increased from Rs. 19214 crore to Rs. 21119 crore during the corresponding year. At constant price, the GSDP 2016-17 (A.E.) is estimated to increase at Rs. 14917 crore from Rs. 14337 Crore in 2015-16 (Q.E.) registering a growth of 4.04 percent.

The economy of the State is divided into three sectors-Primary, Secondary and tertiary Sector.

Table 1: Sector-wise Contribution to GSDP at Constant Prices

| Sector | 2011-12 | 2012-13 | 2013-14 | 2014-15 (P.E) | 2015-16 (Q.E.) | 2016-17 (A.E.) |
|---------------|---------|---------|---------|------------------|-------------------|-------------------|
| Primary | 31.41 | 31.35 | 32.46 | 32.17 | 39.74 | 28.42 |
| Secondary | 12.41 | 12.07 | 8.98 | 9.88 | 10.16 | 10.27 |
| Tertiary | 56.17 | 56.58 | 58.56 | 57.94 | 59.02 | 60.29 |

Source: Nagaland Economic survey 2017-18

P.E= Provisional Estimates, Q.E= Quick Estimates, A.E= Advance Estimates

The primary sector comprises of all occupation associate with utilization of natural resources. It includes agriculture, forestry and logging, Fishing and mining and quarrying. As per the A.E. of GSDP 2016-17 at constant prices, the primary sector has a negative growth trend of 6.21% and is pegged at -0.60 even in 2016-17. These negative growth is due o the reduction in the production of life-stock forestry and logging. As against the decline in the above two sub-sectors the performance of the other three sub-sectors i.e. crops, fishing and Aqua-culture and mining and quarrying is estimated to have achieved a growth of 1.38 percent, 4.26 percent and 9.86 percent respectively in 2016-17 A.E.

The share of primary Sector to the GSDP is estimated to fall from 29.74 percent in 2015-16 Q.E. to 28.42 percent in 2016-17 A.E.

The secondary Sector comprises of all those economic activities which processes and converts one form of goods into another. It includes manufacturing, electricity, gas, Water supply and other utility services and construction. As per the A.E. of GSDP 2016-17 at constant prices, the secondary sector is estimated to grow at 5.12 percent in 2016-17 A.E. as against 4.33 percent achieved in 2015-16 Q.E. with regard to percentage contribution to GSDP. The Secondary Sector is estimated to increase its share in GSDP from 10.16 percent in 2015-16 Q.E. to 10.27 percent in 2016-17 A.E.

Construction has begun the most robust sub-sector with its share in the GSDP increasing from 7.07 percent in 2015-16 Q.E. to 7.13 percent in 2016-17 A.E. while the manufacturing Sector which comprises of both registered and unregistered manufacturing units, its share in the GSDP has fallen from 1.14 percent in 2015-16 Q.E. to 1.12 percent in 2016-17 A.E.

The tertiary sector comprises of all economic activities that produces services, It includes activities like transport, storage and communication trade, hotels and restaurants, banking and insurance, real-estate and public services. Over the years the tertiary sector has become the most prominent sector in terms on contribution to GSDP.

With Growth in Public Administration and other Services, tertiary sector registered a growth of 6.27 percent in 2016-17 A.E. as against 3.33 percent in 20015-16 Q.E. at constant prices. Within the Tertiary Sector, during the year 2016-17 the sub-sector of Public administration has become the most prominent sub-sector with share of 17.95 percent in the GSDP followed by other services and real-estate, ownership of dwellings and professional services with the share of 16.03 percent and 9 percent respectively. Other sub-sector of the tertiary Sector during 2016-17 i.e. trade, repair, hotels and restaurant contributed 7.82 percent, transport Storage, communication and services related to broadcasting contributed 5.56 percent and financial Services contributed 3.83 percent overall. The Tertiary Sector to GSDP at constant prices from 59.02 percent in 2015-16 Q.E. to 60.29 percent in 2016-17 A.E.

According to 2011 census, there are 7,41,179 main workers comprising of 4,42,204 (59.66 percent) male and 2,98,975 (40.34 percent) female and 2,32,943 marginal workers comprising of 1,05,153 (45.14 percent) male and 1,27,790 (54.86 percent) females in Nagaland. A further break-up of the main workers by category-wise shows that cultivators constitutes 56.72 percent,

agricultural labourers 3.05 percent, workers in household industries 1.29 percent and other workers constitutes 38.95 percent.

Objective

The main objective of this paper is to examine the trend and gender-wise employment in government sector in Nagaland.

Data and methodology

For the purpose of this study, only secondary data are used. Average annual growth rate, compound annual growth rate and simple percentage were used to draw results.

Results and discussions

Population and State Government Employment

For an economy to grow, all sectors of the economy have to be developed. But in a situation where avenues are limited, economy is trapped in a vicious cycle of poverty and in order to break the cycle, public sector becomes priority to bring about the desired change in the economy. It is in this situation, people looked for government sector employment which gives security, stability and job satisfaction.

Table 2: Population and Employment in Nagaland

| Year | Population | Labour force (Total workers) | Govt. Sector Employment | Average growth rate of Govt. Sector employment | % of Govt. Sector Employment to Total Population | % of Govt. Sector Employment to Total Workers |
|-------|------------|---------------------------------|----------------------------|--|--|---|
| 1971 | 516449 | 262098 | 26234 | - | 5.08 | 10.01 |
| 1981 | 774930 | 368324 | 44446 | 69.42 | 5.74 | 12.07 |
| 1991 | 1209546 | 516476 | 57949 | 30.38 | 4.79 | 11.22 |
| 2001 | 1988636 | 849982 | 73448 | 26.75 | 3.69 | 8.64 |
| 2011 | 1978502 | 974122 | 91308 | 24.32 | 4.62 | 9.37 |
| 2012* | 2029229 | - | 91371 | 0.07 | 4.50 | - |
| 2013* | 2081395 | - | 93530 | 2.36 | 4.49 | - |
| 2014* | 2135042 | - | 95903 | 2.54 | 4.49 | - |
| 2015* | 2190215 | - | 97520 | 1.69 | 4.45 | - |
| 2018* | 2365359 | - | 125299 | - | 5.30 | - |

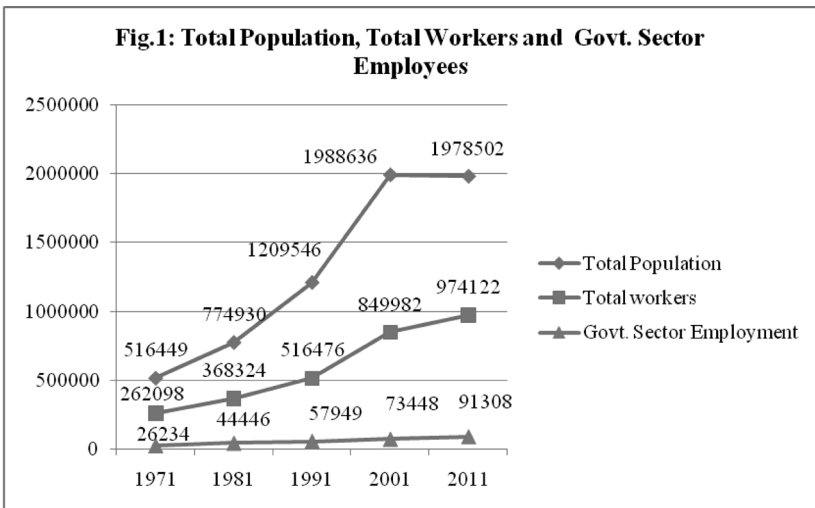
Source: Statistical Handbooks of Nagaland, Census of India

*Population projection of Nagaland from 2011 to 2021

As shown in table 2, in the year 1971, Nagaland has a total population of 5,16,449 persons and the total person employed in the government sector is 26,234 which is 5.08 percent in relation to total population and 50.75 percent in relation to total workers in the state. The employment generation has increased from 44,446 persons in 1981, 57,949 persons in 1991, 73,448 persons in 2001, 91308 persons in 2011 to 97,520 persons in 2015 and further to 1,25,299 persons in 2018. The reflecting feature here is that the percentage change in employment in relation to total population and total workers is declining from 5.08 percent and 50.75 percent respectively in 1971 to 4.62 percent and 37.42 percent correspondingly in 2011. In 2018 the percentage has increased to 5.30 percent against the total population projection. The average growth rate of employment also shows a declining trend from 69.42 percent in 1971-1981, 30.38 percent in 1981-1991, and 26.75 percent in 1991-2001 to 24.32 percent in 2001-

2011. The average annual growth rate during the period 2011 to 2015 shows a rather fluctuating and distressing result because the population was growing at 2.45 percent as against 0.07 percent of employment in 2011-2012 and in 2014-2015, the population was growing at 2.58 percent but employment was growing only at 1.69 percent. Literally, employment is increasing over the years but in reality it is increasing at a decreasing rate. The compound annual growth rate of employment is 17.84 percent where as the compound annual growth rate of population for the same period is 19.79 percent.

The trend of population, workers and employment in government sector as represented in table 2 is depicted in figure 1 below:



Department-wise and district-wise employment

As on 31st March 2018, the state has altogether eighty-six departments giving employment to 125299 persons. The highest absorbing department is Civil Police with a total employment of 26026 persons which constitute 20.77 percent, followed by the departments of School Education and PWD (road & bridges) with 18.67 percent and 8.5 percent respectively. The smallest

department is Electrical Inspectorate and State Guest House (Kohima) with only 16 manpower each manning the departments which constitute 0.01 percent each.

Table 3: Department-wise employment in the government Sector (As on 31st March 2018)

| Sl. no. | Department | No. of emp. | Sl. no | Department | No. of emp. |
|---------|-------------------------------------|---------------|--------|----------------------------|-------------|
| 1 | ATI | 64 (0.05) | 44 | NH Kolkata | 69 (0.06) |
| 2 | Agriculture | 1635 (1.3) | 45 | NH Shillong | 20 (0.02) |
| 3 | VET | 1456 (1.16) | 46 | NIDC | 64 (0.05) |
| 4 | Art & Culture | 247 (0.2) | 47 | NIRMSC | 31 (0.02) |
| 5 | Border Affairs | 19 (0.02) | 48 | NKVIB | 182 (0.15) |
| 6 | CAWD | 227 (0.18) | 49 | NPSC | 66 (0.05) |
| 7 | Civil Police | 26026 (20.77) | 50 | NST | 1006 (0.80) |
| 8 | Civil Secretariat | 1844 (1.47) | 51 | NTTC | 21 (0.02) |
| 9 | Planning & Coordination | 372 (0.40) | 52 | New & Renewable Energy | 86 (0.07) |
| 10 | Co-operation | 295 (0.24) | 53 | NSMDC | 197 (0.16) |
| 11 | DAN | 102 (0.08) | 54 | Civil Supplies | 533 (0.43) |
| 12 | DUDA | 111 (0.09) | 55 | Power | 4746 (3.79) |
| 13 | District Adm. | 3878 (3.09) | 56 | Printing & Stationery | 492 (0.39) |
| 14 | Eco. & Statistics | 670 (0.53) | 57 | PHE | 3658 (2.92) |
| 15 | Election | 172 (0.14) | 58 | PWD-Architect | 62 (0.05) |
| 16 | Electrical Inspectorate | 16 (0.01) | 59 | PWD-Housing | 4659 (3.72) |
| 17 | Emp., Skill Dev. & Entrepreneurship | 416 (0.33) | 60 | PWD-Mechanical Engineering | 1199 (0.96) |
| 18 | Evaluation | 130 (0.10) | 61 | PWD-Engineer-in-chief | 106 (0.08) |
| 19 | Fire & Emergency Services | 648 (0.52) | 62 | PWD-National Highway | 639 (0.51) |

Government Sector Employment in Nagaland

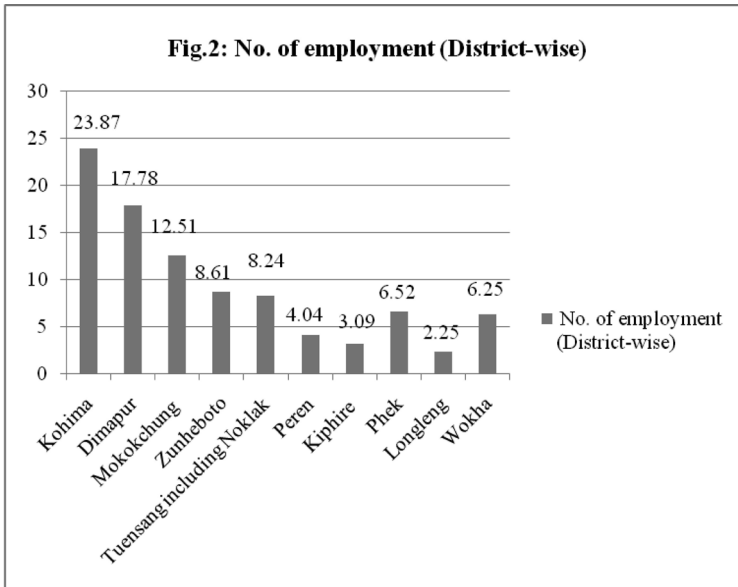
| | | | | | |
|----|-------------------------------|--------------|----|---------------------------|---------------|
| 20 | Forest, Env. & Climate Change | 248 (0.20) | 63 | PWD-Road & Bridges | 10654 (8.50) |
| 21 | Fisheries | 1257 (1.00) | 64 | Rajya Sainik Board | 52 (0.04) |
| 22 | Geology & Mining | 425 (0.34) | 65 | Rural Dev. | 2068 (1.65) |
| 23 | Governor Secretariat | 73 (0.06) | 66 | SCERT | 408 (0.32) |
| 24 | Health & Family Welfare | 10055 (8.02) | 67 | Soil & Water Conservation | 778 (0.62) |
| 25 | Higher Education | 1164 (0.93) | 68 | School Education | 23388 (18.67) |
| 26 | Home Guards | 1189 (0.95) | 69 | Sericulture | 402 (0.32) |
| 27 | Horticulture | 481 (0.38) | 70 | Social Welfare | 7000 (5.59) |
| 28 | Industries | 907 (0.72) | 71 | Science & Technology | 43 (0.03) |
| 29 | IPR | 609 (0.49) | 72 | State Excise | 423 (0.34) |
| 30 | ITC | 39 (0.03) | 73 | IFC | 715 (0.57) |
| 31 | State Guest House Kohima | 16 (0.01) | 74 | State Info. Commission | 23 (0.02) |
| 32 | Jails | 1055 (0.84) | 75 | SIRD | 88 (0.07) |
| 33 | Justice & Law | 478 (0.38) | 76 | State Legislature | 326 (0.26) |
| 34 | Labour | 163 (0.13) | 77 | State Lotteries | 48 (0.04) |
| 35 | LRS | 436 (0.35) | 78 | Taxes | 250 (0.20) |
| 36 | LRD | 637 (0.51) | 79 | Technical education | 241 (0.19) |
| 37 | LMP | 198 (0.16) | 80 | Tourism | 184 (0.15) |
| 38 | Motor Vehicles | 209 (0.17) | 81 | Treasuries & Accounts | 753 (0.60) |
| 39 | Municipal Affairs | 56 (0.04) | 82 | Urban Dev. | 228 (0.18) |
| 40 | NBSE | 89 (0.07) | 83 | Vigilance Commission | 122 (0.10) |
| 41 | Nagaland Hotels Ltd. | 123 (0.10) | 84 | Youth Resources & Sports | 594 (0.47) |
| 42 | NH Delhi | 83 (0.07) | 85 | Women Resource Dev. | 140 (0.11) |
| 43 | NH Guwahati | 45 (0.04) | 86 | Village Guards | 172 (0.14) |

Source: Statistical Handbook of Nagaland, 2018

* Figure in parentheses indicates percentage

**ATI-Administrative Training Institute, VET-Animal Husbandry & Veterinary Services, DAN-Development Authority of Nagaland, DUDA-Development of Under Developed Areas, Adm.- Administration, Eco-Economics, Emp.-Employment, Dev.-Development, Env.-Environment, IPR- Information & Public Relation, ITC-Information Technology & Communication, IFC-Irrigation & Flood Control, LRS-Land Records & Survey, LMP-Legal Metrology & Consumer Protection, NBSE-Nagaland Board of School Education, NH-Nagaland House, NIDC-Nagaland Industrial Development Corporation Ltd., NIRMSC-Nagaland Industrial Raw Materials & Supplies Corporation, NKVIB-Nagaland Khadi & Village Industries Board, NPSC-Nagaland Public Service Commission, NST-Nagaland State Transport, NTTC-Nagaland Tool Room & Training Centre, SCERT-State Council of Education & Research Training, SIRD-State Institute of Rural Development.

Among the twelve districts in the state, Kohima has the highest number of employment with 23.87 percent followed by Dimapur 17.78 percent, Mokokchung 12.51 percent, Zunheboto 8.61 percent, Tuensang (including Noklak - Noklak district was created on 21st December 2017 as the 12th district of Nagaland) 8.24 percent, Mon 6.84 percent, Phek 6.52 percent, Wokha 6.25 percent, Peren 4.04 percent, Kiphire 3.09 percent and Longleng at the bottom with 2.25 percent. This is represented in figure 2 below:



Gender-wise Employment in Government Sector

Gender issue is an emerging issue where every nation tries to give equal opportunity based on merits. There are activists who demands for thirty-three reservation for women in all public domain especially in India. Since independence, governments' policy on women development has taken varying types of emphasis, from the initial welfare oriented approach to the current focus on development and empowerment. The Planning Commission, with the aim of converging the benefits in the social and economic development sectors for women in the Ninth plan envisaged, 'inclusion of an identifiable women component plan in the programmes of the respective ministries right from the planning process, and to ensure the reach of benefits to women.' Empowerment of women was one of the objectives of the nine primary objectives of the Ninth Plan (Kacker, 2006).

Table 4: Gender-wise employees in government sector in Nagaland

| Gender | 2012 | 2013 | 2014 | 2015 | 2018 |
|---------------|------------------|------------------|------------------|------------------|------------------|
| Male | 71792 (78.57) | 72925 (77.97) | 74355 (77.53) | 75517 (77.44) | 87279 (69.66) |
| Female | 19579 (21.43) | 20605 (22.03) | 21548 (22.47) | 22003 (22.56) | 38020 (30.34) |
| Total | 91371 (100) | 93530 (100) | 95903 (100) | 97520 (100) | 125299 (100) |

Source: Statistical handbooks of Nagaland

*Figure in parenthesis indicates percentage

Table 4 represents gender-wise employment in the State government sector and it is found that female employment in the sector is steadily increasing over the years. In 2012, out of the total employment of 91,371 persons, female employees constitute 21.43 percent which in 2013 has increased to 22.03 percent. In 2014, it has further increased to 22.47 percent and there is a marginal increase of 0.09 percent over the previous year. In 2018, there is a total state government employee of

1,25,299 persons comprising of 87,279 male and 38,020 female which is 69.66 percent and 30.34 percent respectively. The increasing cost of living, whereby for many women, working is an economic necessity in order to support their family; rise of the service sector and decline of the manufacturing sector; increased access of female to higher education; introduction of National Policy Women Empowerment in 2001, etc. are some of the reasons that led to increase in female employment. Some of the benefits attached to female employment are increasing purchasing power of the family, improving the standard of living and increase participation in decision making at all levels both social and economic.

Conclusion

Government sector employment plays a very important in socio-economic development of an economy on account of their features like job security, job stability and job satisfaction. In Nagaland, government sector employment is steadily increasing but in relation to total population, it is at a decreasing rate but its importance in the economy cannot be overlooked. Over the years, female employment in government sector is also increasing which has eventually increase female participation and representation, but still fall short of thirty three percent if thirty three percent reservation of women is to be realized . However, keeping in mind that the government sector cannot absorb all the educated youths in government jobs, the government should create avenues for self employment.

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