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Subject: Week 44 learnings

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Dear All

I have been reading about the job situation in India and this week I will give you my learnings from this topic.

A. The job situation is not good in India and is one of the most important issues for the youth and the coming decade.

B. India has at any point of time about 350 to 400 million people who have employment for all 12 months of the year. The rest work for six months or three months.

C. India is a peculiar case which has moved from agriculture to services without the step of light manufacturing to heavy manufacturing and services.

D. Automation is expected to impact 69 pc of jobs in the coming years according to a world bank study.

E. There are two types of jobs coming through.. high end high skilled white collar jobs and low end technology jobs.

F. India will not create more jobs if it grows faster in GDP. our job elasticity is 0.18 which means that if India's GDP grows by 10 pc then we will see job growth of 1.8 pc. That is very low for India.

G. There is no reliable data base to check job growth and job losses in India

H. Small scale sector creates more jobs, large companies shed jobs. The capability thanks to technology is good in small companies

I. Large companies are automating more because of labour laws. Honda two wheeler plant runs with 14 people and ABB robots.

J. In order to stay in a career, employees have to learn, reskill, move sectors and move location. Employees willing to migrate in the country will have better careers

K. Most people blame globalisation for loss of jobs but USA data shows that only 13 pc of jobs were lost to globalisation. The balance to automation.

L. India has a pool of silver talent, retired people with expertise.

Productivity and the ability to react quickly to market trends will determine winners. Each individual has to raise his or her game.

All the best, feedback welcome

Wr  
Shiv