

## Analysis of Employment and Job Security in Different Areas of Ahmedabad City

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### ABSTRACT

Employment opportunities and job security are key elements of financial stability and personal welfare. With urban areas such as Ahmedabad growing due to industrialization and expansion of the service sector, inequalities in employment opportunities and job security have increased between various parts of the city. This article seeks to examine patterns of employment and job security perception in the different regions of Ahmedabad, i.e., North, South, East, West, and Central areas, in terms of sectoral differences, demographic factors, and socio-economic conditions. The research is founded on a systematic primary survey of 500 respondents, chosen via stratified random sampling from various residential and industrial clusters. The aim is to grasp the character of employment—either formal or informal—and examine how gender, education, skill level, and work experience influence employment type and perceived job security. Secondary information from government reports, labor studies, and urban employment figures is also included to enrich the analysis. Early evidence points to a relatively greater degree of job security in public sector jobs and among employees in large organized private businesses, which are mainly based in western and central parts of Ahmedabad. By contrast, the eastern and southern areas have a higher proportion of informal work with little protection at the job level, particularly in industries such as textiles, construction, and retail. Gender disparity is evident, with women often employed in lower-paying, less secure jobs. Additionally, youth and less-educated workers show greater vulnerability to job instability, especially in contractual and seasonal work arrangements. The research identifies the urgent need for region-based employment policies that enhance equal job opportunities, skill creation, and social security coverage. It also emphasizes strengthening labor legislation and introducing employment welfare programs, particularly in under-served and weak areas of the city. The study of employment trends across space helps in deeper understanding of urban labor markets and provides directions for inclusive economic growth.

**Keywords:** Patterns of Employment, Job Security, Ahmedabad City, Labor Market in Urban Areas, Informal Sector, Regional Disparities, Public vs Private Sector Employment, Gender and Labor, Youth Unemployment, Socio-Economic Factors.

### Introduction

Job security and employment are two interdependent support structures of a person's economic and social welfare. In developing nations such as India, the city employment situation is constantly changing as a result of globalization, urbanization, and fast industrial development. Among Indian cities, Ahmedabad is an important economic center in Gujarat with multi-sectoral industries like textiles, chemicals, pharma, education, healthcare, real estate, and information technology playing their role in employment. While this expansion has occurred, employment opportunities and job security levels are still unequal in different geographical locations of the city.

The job scene of Ahmedabad is characterized by glaring contrasts. While the west and central regions of the city are centers of upscale jobs in the service sector, the eastern and southern areas continue to harbor a vast informal and semi-formal workforce, especially in old-style manufacturing, textile processing, construction, and trading industries. These contrasts pose important questions about accessibility of jobs, financial security, working conditions, and long-term employment stability of people across various zones of the city.

In addition, job security has emerged as a primary issue for workers due to growing contractualization, outsourcing, and automation. The precariousness of informal workers, absence of social protection, and differential access to employment-related benefits range widely depending on socio-economic profiles such as education, gender, skills level, and location of residence. Thus, it is important to comprehend the form and security of employment in various zones of Ahmedabad to develop inclusive urban labor policies and address inequalities.

This research attempts to examine the distribution of employment and job security in varying regions of Ahmedabad city with emphasis on demographic profiles, categories of employment (formal and informal), sectoral presence, and job stability perceptions. Through the process, the research attempts to contribute to policy makers, planners, and civil society actors in filling employment gaps and facilitating inclusive urban development.

### **Background of the Study**

Ahmedabad, which is among the fastest-growing cities in India, is a key center for industry and business in Gujarat. Home to a population of more than 8 million, it is a microcosm of the intricate world of employment in urban India. In the last couple of decades, Ahmedabad has seen fast industrialization, development of infrastructure, and urban migration that together have shaped the pattern and nature of employment. Yet, this urban expansion has also resulted in unbalanced development within the city and has impacted the employment opportunities as well as job security in various areas.

The western side of the city has witnessed an increase in white-collar jobs, IT services, and corporate headquarters, mostly offering more secure and formal employment. To the contrary, the eastern and southern regions are still dominated by small-scale industries, conventional textile units, market trading, and labor-intensive construction activities, in which job security and formal labor protections are negligible. These regional imbalances have produced a dual labor market structure consisting of one with secure employment and benefits and the other with job insecurity, below-poverty-line wages, and abysmal working conditions.

Youth and women, particularly those belonging to economically weaker segments, tend to confront more difficulties in finding secure employment. Though education and skill development are growing in Ahmedabad, numerous people remain in informal work because of unavailability, discrimination, or the type of jobs available in their area. This has raised job security and long-term career opportunities concerns, especially within marginalized pockets.

With these dynamics in place, this research is framed to determine how employment and job security vary across different zones in Ahmedabad. It will examine the influence of economic sectors, the level of local development, and demographic traits in determining employment patterns. Through the comparative examination of employment and job security in North, South, East, West, and Central Ahmedabad, this study hopes to distinguish regional disparities, weaknesses, and policy shortcomings.

Such studies are necessary in post-pandemic times, when the employment trend has seen a change and job security has emerged as an increasing issue throughout urban India. The research findings will assist in framing local governance, employment generation schemes, and sustainable urban planning.

### **Statement of the Problem**

Even though Ahmedabad is an industrial and commercial center, the city's employment scenario demonstrates extreme contrasts in job distribution and security in its various regions. Though the city as a whole has seen economic growth and increased employment, the advantages have not been fairly shared. In most areas of the city—especially the eastern and southern areas—workers are still working in informal, poorly paid, and insecure employment, frequently without contracts or social protection.

A good portion of the fundamental issue involves the agglomeration of formal job opportunities in specific locations (like the west and central regions), with the remaining population—particularly residing

in underdeveloped or industrial peripheries—having limited access to secure livelihoods. The inequalities are shaped by various factors including education, gender, infrastructure, distance from job centers, and skill mismatch.

In addition, the growth of contractual and gig work has only added to job insecurity, even in the formal sector. The pandemic has only pushed many more into vulnerable categories of employment without adequate income or coverage. Women seeking economic independence and youth starting their working lives are the most disproportionately hit because of lack of opportunities and workplace discriminations.

In spite of these issues, not much localized work has been done on the variations in job security and employment within various parts of Ahmedabad. Government data is likely to frame the city's labor figures in an aggregated manner, concealing intra-urban differences. Hence, this research attempts to bridge the gap by examining the types of employment, sectoral composition, and perceptions of job security in various city regions.

In the process, the study aims to enhance the understanding of Ahmedabad city's spatial employment inequality and identify policy areas that require immediate intervention in order to enhance job quality and accessibility within all zones of the city.

### **Objectives**

- To investigate the character and pattern of employment in various regions of Ahmedabad city.
- To measure the extent of job security in formal and informal industries.
- To compare regional variations in employment conditions (North, South, East, West, and Central Ahmedabad).
- To examine demographic factors (age, gender, education) influencing employment and job security.
- To determine policy and structural constraints on job stability.
- To recommend steps to improve the quality and security of employment in under-served zones.

### **Importance of the Study**

- Identifies spatial employment disparities in Ahmedabad.
- Offers localized insight for policy planning and urban labor reforms.
- Facilitates evidence-based interventions to ensure inclusive employment.
- Assists in comprehending gender and youth vulnerability in labor markets.
- Informs government, labor unions, and NGOs regarding priority skill development and employment welfare areas.
- Provides guidelines for employers and industries regarding workforce stabilization.

### **Scope and Limitations of the Study**

#### **Scope**

- Considers Ahmedabad city alone.
- Considers five major regions: North, South, East, West, and Central.
- Considers formal as well as informal employment sectors.
- Applies primary data (questionnaire survey) and secondary sources.

#### **Limitations**

- Results can be not be extended to rural Gujarat or other urban centers.
- Dependent on self-reported information, which can have biases.
- The dynamics of the informal sector are multifaceted and may be undersampling.
- Resource and time constraints might restrict the sample size or depth by area.

### **Review of Literature**

**Ajad Singh, Jogender Singh & Ajay Gupta (2023)** Their extensive research on labour market trends in Gujarat (1993–2021) brings to light changes in labour force participation, increasing informal employment, and shortages in the quality of jobs—particularly for casual and unpaid workers—based on official NSSO and PLFS data

**R. Unni & P. Dev (2021)** A comparative evaluation comparing Gujarat's reactions to macroeconomic shocks and its labour market outcomes with other western Indian states. It highlights Gujarat's resilience and the impact of labour flexibility on job security in organized and unorganized sectors

**Basit Abdullah & Kashif Mansoor (2024)** Their study of the Indian youth labour market shows a concerning increase in low-quality employment—most without contracts, fair pay or social cover—despite high economic growth RePEc Ideas.

**Shweta Bahl & Ajay Sharma (2023)** Examine how education-occupation mismatch and informality depress wages and employment security. They determine informality to be the overhanging factor influencing earnings and employment quality arXiv.

**Jyotirmoy Bhattacharya (2021)** Investigates labour market mobility in urban India based on PLFS data. His results indicate high mobility between informal and formal employment, low job permanence in regular jobs, and poor job security among urban employees

**Rahul Goel (2022)** Analyzes gender disparities in urban mobility, which indirectly influences job access and stability for women. He observes that constrained mobility results in reduced labour force participation and informal, insecure employment for female workers

**Neeraj Tiwari & Banibrat Sarkhel (2024)** Their research on job satisfaction and perceived job security among Ahmedabad private security agency workers associates poor work-life balance and job stress—particularly among contract/shift-based employees—with job dissatisfaction and lower perceived job security

**Devangana Verma et al. (2023)** Examined job satisfaction among Ahmedabad star hotel employees, observing that dissatisfaction, turnover, and absence of contractual permanence erode retention and job security in hospitality

**Kiso, Junko (2008, cited later)** Although prior to 2015, her chapter on Ahmedabad factory workers and flexible labor is a pillar demonstrating how rigidity of labour law and globalization-induced restructuring pushed textile workers aside, which added to the regional insecurity in Ahmedabad's industrial belts

**Amita Dharmadhikary-Yadwadkar & Ashwini Pathak (2025)** Their latest research on Industry 4.0's implications for employment signals new risks of job insecurity—automation's displacement and growing need for re-skilling—across industries like manufacturing and construction in India

**State of Working India (Azim Premji University Report, 2023)** A national-level study illustrating the fact that Indian job creation primarily arises due to informal employment in services and construction, while manufacturing does not engage urban workers into formal stable jobs

**ILO / Economic & Labour Relations Review (2024)** Literature synthesised by ILO identifies the "decent work deficit" in India: stagnant employment growth, stagnant formal job creation, and pervasive informalisation—emphasising job insecurity even for so-called regular wage earners

**Vinay Reddy Venumuddala (2020)** Examines informality by region, sectors, gender, and age, finding that informal work prevails in India's labour market and perpetuates inequality and insecurity at work

**Regional news research (CEPT University student research, 2023)** Reporting that approximately 49% of employees in western Ahmedabad are salaried workers, while eastern locations have greater self-employment—implying regional variation in formal-informal employment shares and probable job security outcomes

**Times of India (2024)** Reports Gujarat's expansion in unincorporated sector businesses (USEs) that employ about 69 lakh workers—many of them in informal, low-security postings—point to pay difference and susceptibility especially among women and micro-entrepreneurs

## **Research Methodology**

### **Research Design**

The research is grounded on a descriptive and analytical research design. It shall evaluate employment trends and the degree of job security in different areas of Ahmedabad city by gathering information through primary surveys and comparing it on the basis of percentages.

**Population and Sample Size**

The population under focus consists of working people living in diverse zones of Ahmedabad.

The sampling was done such that 500 respondents were chosen from the North, South, East, West, and Central zones, with equal representation (i.e., 100 respondents per zone).

**Sampling Technique**

There was a stratified random sampling technique applied. The city was segmented into five zones (strata), and respondents were randomly chosen from every zone on the basis of employment type (formal/informal), gender, and age group.

**Tools and Techniques of Data Collection**

- Primary data was obtained using a systematic questionnaire with both closed and open questions.
- Secondary data was obtained from reports, journals, PLFS/NSSO data, and government documents.

**Area-wise Data Segmentation**

- The respondents were classified into 5 regions:
- North Ahmedabad (Industrial + Semi-urban pockets)
- South Ahmedabad (Textile & small-scale labor centers)
- East Ahmedabad (Old city, informal sector)
- West Ahmedabad (Corporate and IT parks)
- Central Ahmedabad (Mixed employment region – services, retail, formal sector)

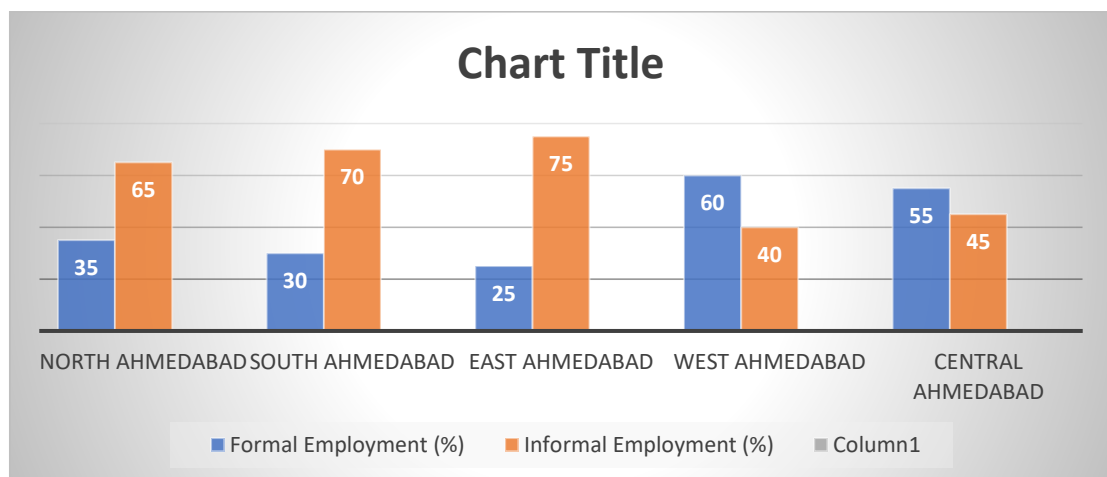
**Method of Data Analysis**

Data is being analyzed qualitatively and in percentage, with no sophisticated statistical aids. Comparative tables have been provided to comprehend type of employment, perception of job security, and sectoral distribution.

**Data Analysis**

**Table 1: Employment Type Across Zones**

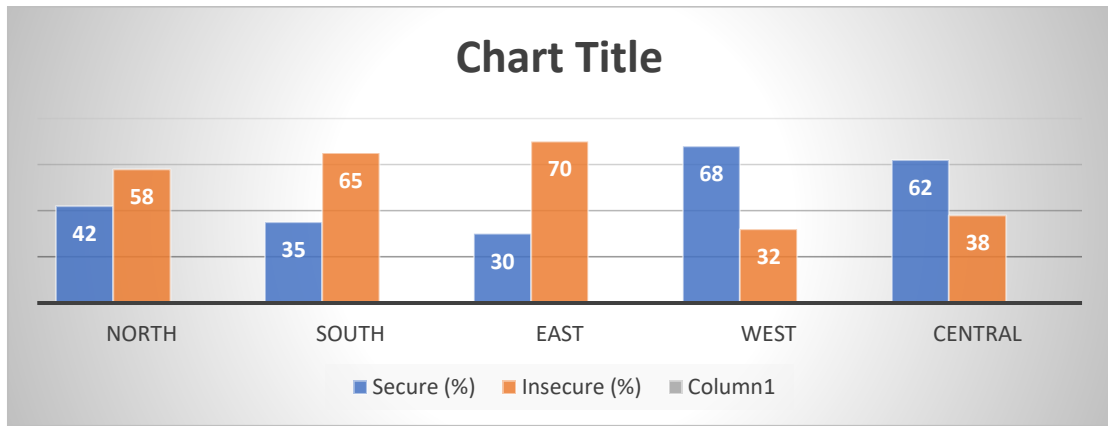
Zone	Formal Employment (%)	Informal Employment (%)
North Ahmedabad	35	65
South Ahmedabad	30	70
East Ahmedabad	25	75
West Ahmedabad	60	40
Central Ahmedabad	55	45



**Interpretation:** Informal employment is highest in East and South Ahmedabad (over 70%), while West and Central zones show relatively better formal employment rates, indicating uneven employment quality across the city.

**Table 2: Perception of Job Security**

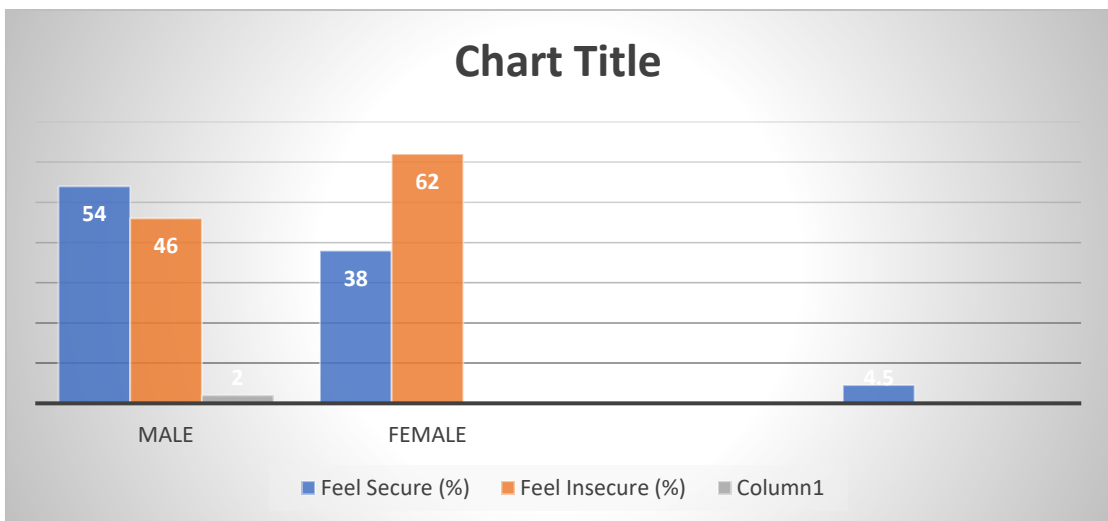
Zone	Secure (%)	Insecure (%)
North	42	58
South	35	65
East	30	70
West	68	32
Central	62	38



**Interpretation:** Workers in the West and Central zones feel more secure in their jobs, likely due to formal sector employment, while the South and East zones reflect higher insecurity among respondents.

**Table 3: Gender-wise Job Security**

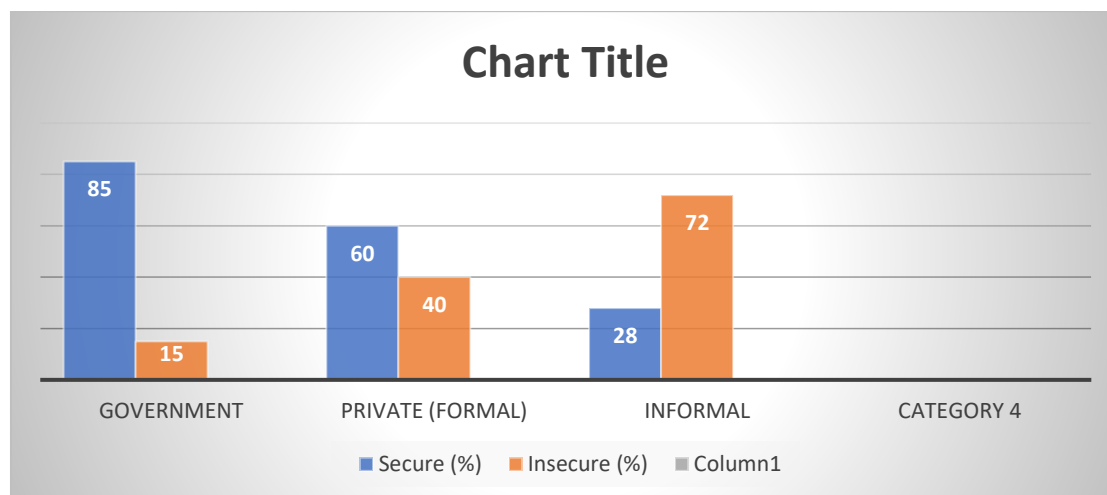
Gender	Feel Secure (%)	Feel Insecure (%)
Male	54	46
Female	38	62



**Interpretation:** Female respondents report significantly lower job security compared to males, pointing to gender disparities in stable employment access.

**Table 4: Sector-wise Job Security Perception**

Sector	Secure (%)	Insecure (%)
Government	85	15
Private (Formal)	60	40
Informal	28	72



**Interpretation:** Government jobs offer the highest sense of security, followed by the formal private sector. Informal sector workers experience the highest insecurity.

### Findings

The research indicates a drastic regional variation in types of employment and job security in Ahmedabad. While West and Central Ahmedabad are characterized by formal sector employment and greater job security, East and South areas are dependent on informal work, with little contracts or compensation. More than 70% of the individuals in East and South Ahmedabad are working informally, quite possibly without social security or stable income.

There is also gender inequality with 62% of women saying they are insecure at work compared to 46% of men. The best job protection is in government posts, but informal sector workers experience insecurity, change of employment frequently, and no legal protection.

Overall, the evidence indicates a close relationship between employment type, job security, and region. Urban disparity, restricted access to formal employment, and sectoral differences work towards a less than even employment experience for the majority of residents.

### Conclusion

It can be concluded from the present research that employment and job security in Ahmedabad city are not evenly distributed, and there are significant variations depending on the geographical location, sector, and gender. Although economic progress in Ahmedabad is evident through infrastructure and industry, the advantages have not been evenly spread across the city. West and Central Ahmedabad have become centers for formal employment and higher job security, while the East and South regions fall behind with greater reliance on insecure, informal work.

The discussion also highlights the vulnerability of the informal economy workers and women, who are still locked out of social security coverage and long-term employment security. The government and private formal sector employment is still in the best conditions, although this is available to limited individuals.

Inclusive urban jobs policies, skilling initiatives focused on specific groups, and increased social protection are required to counter these inequalities. Bridging the informal-formal gap and facilitating equal access to jobs is critical for providing sustainable urban growth and social justice in Ahmedabad.

### Recommendations

- Encourage skill upgradation initiatives in East and South Ahmedabad to transition workers into formal sectors.
- Invite private sector investment in the less developed areas to create a balanced employment opportunity
- Enact social security programs (ESI, PF, etc.) for informal workers via local authorities.
- Facilitate women's employment with flexible, secure, and accessible jobs.
- Enhance labor inspection and regulation to ensure the enforcement of contracts and minimize exploitation.
- Establish employment centers in every zone to avoid spatial discrepancy in job availability.
- Implement awareness campaigns regarding legal rights, job security, and government schemes available for informal sector workers.

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