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## DYNAMICS OF CHANGING WORKFORCE IN INDIA

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**Abstract:** Paper tries to look over the main features of census data available on workforce like de-feminization and marginalization of workforce. During analysis process it was witnessed that though workforce in the country has increased but a decline has been reported among the female workforce participation rate. Country's Gross Domestic Product has grown at a high pace and even had sectoral shift but still its workforce is de-feminizing. Although marginalization is increasing in the country still de-feminization is speeding up among this group of workers both in rural and urban areas.

**Keywords:** Industrial Classification, Marginalization, Scheduled Caste, Scheduled Tribe, Workforce.

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**Introduction:** Questions who are related to economic activities has undergone frequent changes in Indian census. These changes in the form of modification were often influenced by the progressive modification in measurement and classification of workforce or economically active population [2]. The concept of work was used for the first time in census 1961; dividing population into workers and non-workers but prior to this income and economic independence were measured. In 1981 census, broad category of workers was divided into two groups: i) those who had the work for six months or more days in a year were termed as main workers and ii) those who had the work for less than six months in a year were termed as marginal workers. Enquiry related to seeking or available for work was also gathered from marginal and non-working population. Further in 2011 census, marginal workers category were questioned regarding their period of work i.e. whether they worked less than 3 months and whether they worked for 3 to 6 months. Census 2011, defines main and marginal workers as: (I) Main worker is a person whose main activity was participation in any economically productive work by his physical or mental activities and who had worked for 183 days or more in a year. Work involved not only actual work but effective supervision and direction of work. (II) Marginal worker is a person whose main activity was participation in any economically productive work by his physical or mental activities, for less than 183 days in a year. Further, divided into two categories (a) Worker for less than 3 months (b) Worked for 3 to 6 months.

Central objective of this paper was to bring out the main feature related to workforce in India over the past decade; especially addressing the issues related to marginalization among Scheduled Caste and Scheduled Tribe working population. Henceforth, paper has been divided into three sections. First section, examines the growth of workers in India, type of work they are engaged in i.e. main or marginal according to their sex and place of residence. In the second section deals with the workers under different social groups; type of work

they pursue and what is the reason behind that. In the last section it covers workers category on the basis of industrial composition.

**Data Source and Methodology:** In order to achieve the objectives mentioned above, data belonging to 2001 and 2011 Census are used. Census Series used in the analysis process include B- Series containing Economic tables (2001 and 2011, Census) and Primary Census Abstract-Adolescent and Youth Population, 2011. Percentage has been used as a descriptive analytical tool. Growth rates have been calculated. The 9 categories of Industrial classification given census of India (since 1971) have been used in this analysis process of this paper. These nine categories have been converted into four general categories (given in adolescent and youth series of 2011 Census). The comparability among workers was made on the following bases: (I) Cultivators; (II) Agricultural labour; (III) Animal husbandry, plantation, fishing forestry, etc.; (IV) Mining and quarrying; (V) (A) Household industries; (B) Non-household industries; (VI) Construction (VII) Trade and construction; (VIII) Transport, storage and communication; (IX) Other services; The grouping of the above classification done for the analysis purpose is as follow: (I) Cultivators (II) Agricultural labourers (III) Household Industry (IV) Other workers (includes III, IV, V (B), VI, VII, VIII and IX).

**Workforce in India:** Utilization of human resource leads to manpower development; totally depends upon the economic base of an economy. The period for which workers are not utilized determines underutilization of the manpower available in a country. There are many ways to review progress and draw lessons for the future; acquiring time-series data in such cases serves one's requirements [8]. Labor market segmentation theories have been concerned with working groups, especially - the low-skilled and poorly paid workers in menial or routine jobs first to be fired when an economy slows down.

Employment and growth cannot be treated separately. Cumulative output growth is the result of increased employment and productivity at the same time derived often by employing more workers or by

improving the productivity [13]. India with surplus labor cannot think of growth in joblessness. In past decade though there has been employment generation but the productivity and income of the workers have gone down. This phenomenon is not desirable in the countries like our's with low level income. Marginalization among workers has increased in India. It recorded 8.92 crore workers in 2001 and raised 11.93 crore workers in 2011.

We begin with the total workers in India which has registered increase of 1.77 per cent in 2001-2011. Haryana, Punjab alongwith Gujarat has witnessed a negative growth. Increase in employment opportunities has not been noteworthy [3]; [5]; [14]; [15]. Urban areas have witnessed a higher rate of positive growth than in rural areas. Among male difference is five times. Western parts of India showed a negative growth in terms of women workers except Himachal Pradesh, Rajasthan and Delhi. States like Kerala, Jharkhand, Orissa and Assam have shown a good upliftment. Increasing in educational enrolment lead to this decline [19]; [14], improvement in the earnings of male workers that discourages women's economic participation [12], and lack of employment opportunities at certain levels of skills and qualifications discouraging educated women to see work [3]. However, according to NSSO 2009-10 (66th Round) only 27 per cent withdrew for education purpose [15]. Women Share got high in unpaid domestic work. A detailed study on it shows labour market rigidity prevented women's

participation in paid work which may be due to restricted skill development. The sharp decline in rural employment followed fall in the employment of rural females [3]. Decline in rural employment took place in spite of the implementation of the National Rural Employment Guarantee [1].

A positive growth in total workforce is an indication of employment generation but this generation of employment was high towards jobs related marginal works. Workforce engaged in main work has undergone decline over a period of time. The states like Uttar Pradesh, Maharashtra, Bihar, West Bengal, Madhya Pradesh and Rajasthan contributes more than 51 per cent of the total workers in India (2011). Nagaland, Kerala, Tripura, Orissa, Assam, Jharkhand, Himachal Pradesh, Bihar, Chhattisgarh and Uttar Pradesh which have shown positive growth in their total working population by 18 to 5 per cent than its previous decade. Nagaland and Tripura showed decline during last decade [16].

Recovery pace of global economic has declined having unfavorable impact macroeconomic growth in India [4]. This is evident by the data obtained for on main worker. It has gone down by 3.31 per cent and that of a marginal workers have go up by 11.62 per cent. Although percentage of main workers has gone down in 2011 but there has been upliftment in case of total main female workers, largely among rural female. Marginalization increase in the urban area mostly. Gender-wise it has observed positive growth among rural male and urban female.

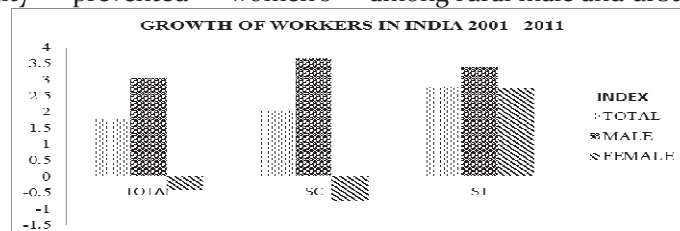


Fig: 1

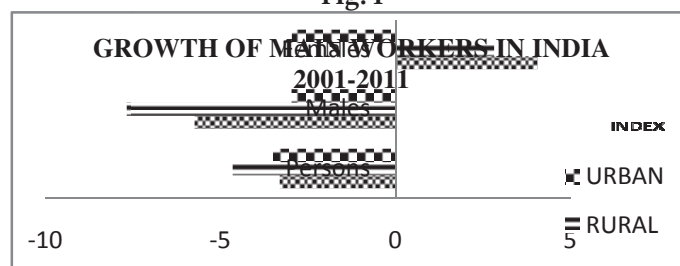


Fig: 2

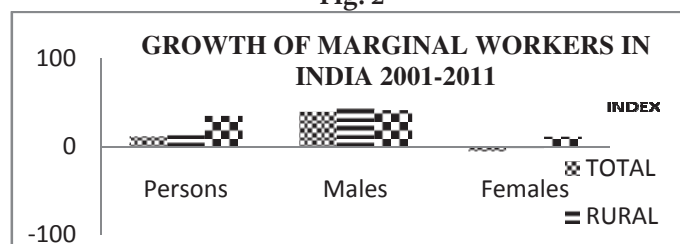


Fig: 3

**Distribution of Workforce among SC/ST:** Poverty in India is a social phenomenon, disproportionately high among social group such as SC and ST population. Despite several police reforms were forwarded from time to time focusing marginalized section of the society; deprivation inequality and operation continued to be revealed in the nature of job they performed [12]. Traditional systems of social support, including trade unions and state welfare policies can demise the increasing insecurity [10]. According to Census 2011, 16.63 and 8.63 per cent of the total population belongs to SC and ST population respectively. The work participation rate among SC and ST population was 37.76 and 8.44 per cent in 2001 which rose to 67.97 and 42.06 percent in 2011

respectively. SC/ST workers have increased in 2011 (2.03 and 2.77 percent respectively) compared to 2001 Census. This is much more evident in urban areas than in its counterpart. It went down among female workers. This negative growth is due fall among SC female urban workers. Large gender difference among ST working population was witnessed. This negative growth is more evident among urban marginal female workforce. Recognizing Intra – household dynamics with the household plays a vital role in designing social welfare police for women. Often language barrier and social discrimination faced results in restriction, devoid them from access of human capital and income [16].

**Table 1: Social group-wise Workers in India, 2001-2011**

Social group	Place	2011			2001		
		T	M	F	T	M	F
SC Workers	Total	17.08	16.45	18.46	16.74	15.88	18.61
	Rural	18.70	18.44	19.20	18.24	17.79	19.04
	Urban	12.83	12.17	15.28	11.71	10.89	15.60
SC Main Workers	Total	70.69	77.35	57.56	72.97	82.60	55.21
	Rural	67.20	74.39	54.34	70.60	81.19	52.89
	Urban	84.05	87.03	75.14	85.37	88.60	74.72
SC Marginal Workers	Total	29.31	22.65	42.44	27.03	17.40	44.79
	Rural	32.80	25.61	45.66	29.40	18.81	47.11
	Urban	15.95	12.97	24.86	14.63	11.40	25.28
ST Workers	Total	10.57	8.53	15.09	10.28	8.25	14.69
	Rural	13.49	11.32	17.53	12.57	10.56	16.16
	Urban	2.92	2.51	4.48	2.62	2.21	4.55
ST Main Workers	Total	64.81	74.52	52.67	68.93	81.83	53.27
	Rural	63.39	73.33	51.44	68.05	81.32	52.52
	Urban	82.06	86.13	73.53	83.17	88.15	71.71
ST Marginal Workers	Total	35.19	25.48	47.33	31.07	18.17	46.73
	Rural	36.61	26.67	48.56	31.95	18.68	47.48
	Urban	17.94	13.87	26.47	20.24	13.44	39.46

Source: Series B-1 Total, SC, ST Series, Census of India, 2011 and 2001.

Geographical divisions of rural and urban often give birth to inequality. Furthermore, added on the bases of caste groups, religious groups and gender. Down shading of labour and creating a new generation of workers consisting of women, ethnic minorities, immigrants, and young people, concentrated in low-skill, low-paid activities, as well as in temporary work and/ or miscellaneous services [6].

The growing insecurity among the workers due to marginal job market can become a tool of social and economic exclusion in the society as employment forms to be the foremost resort to provide social security and tackling insecurities at the individual level. When one cannot get a job for rest of the six months, his/ her sorrows enhances both economic and social insecurity multiples, generating disparity in the society. According to Reference [17] there is a literature gap pertaining to understanding; to what extent does tools like employment can explain social and economic inclusion in India. Examination regarding such issues was suggested; would act as socio-economic insight for the policymakers working towards the objective of inclusive growth.

Main workers in SC/ST group have witnessed downward shift. Similar scenario can be notable among main male workers of SC/ST population, consequently increasing the percentage of marginal male workers in economy. Being engaged seasonally or periodically deployed depending on industries' requirement shows the contract nature of employment. Their seasonal nature of engagement and low earnings has continued to add to social stress [9]. Out flux of workers from formal sector has covered the labour requirement of the informal sector. Condition for female varies among female working groups. SC main female workers increased in rural areas than in urban areas. In ST population show a negative trend towards main female worker

both at all India level and rural level reverse was reported for main female worker in urban area.

**Distribution of Workforce according to Industrial Classification:** Census of India divided the worker into nine categories for providing their Industrial classification. Here for this paper we have confined our research to four most general categories using broad classification which has been explained in methodological section. There has been increase in agricultural labourers; mostly among rural female workers. The reason behind this could be related to male out-migration, with no male at home these females are left no option than to do the work which male members have left behind. People working in other sector too have increase according Census 2011. Decline was only received among urban male workforce in this sector. Highest increase was witnessed among urban female working. It was 72.19 per cent in 2001 and grew up to 79.11 per cent out total female workforce in urban area. Like cultivators there was a decrease in household industry workers too. In rural areas it declined and in urban areas it saw adding of workforce among male workers only. According to the table drawn on industrial classification we come to a conclusion that workers, working as cultivators have come down in both main and marginal workforce. Similar circumstances attain for agricultural sector excluding ST group. Female whether engaged in main or marginal belonging to rural areas have shown higher percent of involvement in this sector. Most of the tribal women works include sowing of seeds, weeding, harvesting, carrying of bundles, threshing, winnowing and storing the produce in granaries [11]. Among this population agricultural workers have gone up. Even among the SC agricultural labourers decline is very slow.

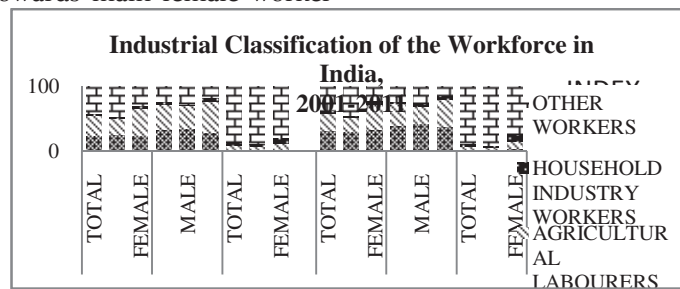


Fig: 4

Overall there has been decline in the household industry workforce in 2011 compared to 2001 with the decline in the cottage industries. A large number of workforces have joined the fourth category of industrial classification. This increase can be mainly seen in marginal works most promptly.

**Conclusion:** To sum up the prevailing situation among Indian workforce sketched out with help of Census 2001 and 2011, we point main features related

to this paper. Firstly and the foremost thing to be noted was the contribution of main workers to the total workforce, which slipped down. Marginalization of worker increased in urban areas as compare to rural as they are greater opportunities to develop in urban areas with the growing globalization and liberalization. Secondly despite increase in the total workforce still female proportion has decline over the period of time. This decline is more in rural

workforce. Contribution of female working population in SC working population has fall down. An increase observed among them in the activities related to main workers in rural areas is a good sign. Even ST female workforce declined among marginal

workers. Thirdly the percent of contribution of agricultural labourers remains same for both the years. Male leaving this sector are covered up by female workforce in rural areas.

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